





Message from the Board

As Inuit women and gender-diverse Inuit, our stories carry the strength of our past and the hopes of our future. These stories are how we connect, heal, and move forward together. They remind us of who we are and where we come from, and they light the way for the journey ahead.

For true reconciliation, we need spaces where we can share our truth openly so that our lived experience can inform policy and programs. It's through these shared stories that we heal and amplify our voices.

The Strategic Plan will describe, through the Mission, Vision, Strategic Priorities and Actions, how Pauktuutit will:

Elevate the voice of Inuit women, girls, and gender-diverse Inuit through advocacy, partnerships and knowledge mobilization.

Empower Inuit women, girls, and gender-diverse Inuit through leadership development and opportunities to advance self-determination.

Engage Inuit women, girls, and gender-diverse Inuit through targeted programming and networking.

Vision and Mission

Mission

Grounded in Inuit Qaujimajatuqangit, Pauktuutit elevates the voices of Inuit women across Canada and supports their health, economic stability, safety, and access to justice through culture-specific policy advocacy, dedicated programs and strategic partnerships. By **engaging** and collaborating with Inuit women, communities, and organizations, we strive to **empower** Inuit women, ensuring they have greater opportunities to thrive.

Vision

Inuit women and their families live in safe, healthy, and thriving communities, supported by strong advocacy that respects and promotes their cultural heritage, languages, and traditions. A future where Inuit women have equal access to health, social, and economic development, and justice, all rooted in their cultural values and practices. They are empowered to maintain and celebrate their cultural identity while contributing to the well-being of their communities.



Overview

Pauktuutit Inuit Women of Canada, established in 1984, serves as the national representative organization for Inuit women, girls, and gender-diverse Inuit across the country. Governed by an all-Inuit Women and Gender-diverse Board of Directors representing various regions of Canada, Pauktuutit is dedicated to raising awareness about the needs of Inuit women, girls and gender-diverse Inuit, advocating for equality and social improvements and promoting their full participation in the community, regional, and national spheres of Canadian life.

Since its inception, Pauktuutit has been at the forefront of addressing a wide range of critical and timely issues, particularly in the areas of violence and abuse prevention, health, and socio-economic development. The Board of Directors has been instrumental in guiding the organization's priorities in these fields. Pauktuutit collaborates with numerous partners, including regional, national, and international Inuit organizations, Indigenous organizations, and relevant government departments, to advance its mission.

Pauktuutit has long championed the restoration of respectful and equitable relationships between Inuit men and women, as well as the recognition and acceptance of fluid gender identities and roles in accordance with Inuit culture and values. We envision strong, healthy family relationships that nurture future generations of Inuit children and youth.



Pauktuutit's Approach to Strategy

Inuit women and gender-diverse Inuit across Canada need and deserve an organization that listens to their needs and works toward solutions that address real and emerging issues. Pauktuutit is this organization – we will create a safe space for celebrating and preserving Inuit culture, language, and traditions. It is important to have a strong advocate to support both national and local efforts that recognize the ongoing impacts of colonialism on Inuit. This includes focusing on reconciliation by directing resources and attention to the significant challenges faced by Inuit women, girls and gender-diverse Inuit.

This Strategic Plan outlines our mission, vision, priorities, and goals for the next five years. It explains the steps we will take to achieve these goals. The plan also reflects on the past while considering the present and future. It is designed to be both hopeful and practical, showing our commitment to being transparent and accountable to our clients, partners, funding agencies, and the Inuit who we serve and represent.

Developing this Plan

The Strategic Plan was developed through a thorough review of our past and present. Consideration for approach to advocacy, policy development and program delivery allowed us a moment of reflection to consider the evolving needs of our clients, partners, and Inuit communities. We carefully considered the current social, political, and economic landscape to identify challenges and opportunities.

Engagement with our Board of Directors, senior leadership, and front-line staff was central to this process. Their insights were invaluable in shaping the priorities and goals outlined in this Strategic Plan.

Priority 1:

Increase our impact and accountability to Inuit women, girls, and gender-diverse Inuit by aligning all work around focused policy advocacy priorities.

Pauktuutit is, first and foremost, an advocate for Inuit women, girls and gender-diverse Inuit. By concentrating our efforts on well-defined policy advocacy goals, Pauktuutit will enhance our influence and accountability to Inuit women and gender-diverse Inuit. This strategic alignment means every action and resource will be dedicated to addressing the specific needs and aspirations of Inuit women, girls and gender diverse Inuit. Our focused approach will enable us to create meaningful change, ensuring that their voices and perspectives are prominently represented in the political and social arenas. We are committed to transparency and rigorous evaluation, demonstrating to Inuit women, girls and gender-diverse Inuit, to our partners, and to the broader community how our actions and decisions drive progress toward our mission.

Pauktuutit will address this priority by achieving the following Goals:



Set and Deliver on a Strong Policy Advocacy Agenda that is

Evidence and Data-driven: Build a coherent and comprehensive policy agenda for the organization. Develop policy positions and proposals and actively advocate for their adoption at national levels with impacts at regional/local level.

Support Advocacy Through Knowledge Mobilization Activities: Develop and deliver targeted knowledge mobilization, programs, and communications strategies and tactics to address identified needs of Inuit women, girls and gender-diverse Inuit in the areas of health, social and economic development, and violence and abuse prevention and justice.

Be the Leader in Inuit GBA+: Strengthen and mobilize an Inuit-specific GBA+ Framework, both internally and with partners, to ensure that the many intersecting identity factors that impact Inuit women, girls and gender-diverse Inuit are fully and appropriately examined in policy, programming, research, and monitoring and evaluation.

Priority 2:

Be a national leader in mobilizing Inuit women, girls, and gender-diverse Inuit knowledge and improving data about their lives.

We aim to establish Pauktuutit as a leading force in harnessing the knowledge and experiences of Inuit women, girls and gender-diverse Inuit and enhancing the quality and availability of data about their lives. By actively engaging with Inuit and facilitating the exchange of insights and stories, we will enrich the national dialogue and inform more effective culturally specific policymaking. Additionally, by prioritizing the improvement of data collection and analysis on the conditions and experiences of Inuit women, girls and gender-diverse Inuit, we ensure that their realities are accurately and comprehensively represented. This commitment not only strengthens our advocacy efforts but also serves to educate and influence stakeholders and policymakers on the unique challenges and opportunities faced by Inuit women, girls and gender-diverse Inuit across Canada.

Pauktuutit will address this priority by achieving the following Goals:



Define an internal Research Framework: It will include appropriate methodologies, ethics, analytic tools, and knowledge mobilization.

Integrate Research and Policy: Conduct and disseminate culturally relevant research on key issues affecting Inuit women and their families in the areas of health, social and economic development, and violence and abuse prevention and justice. Use this data to inform policy recommendations and advocacy strategies.

Build local capacity: Mobilize knowledge and data to support partners and stakeholders as they build their capacity to serve and address the specific needs of Inuit women, girls and gender-diverse Inuit.

Strengthen Communications and Knowledge Mobilization: Disseminate policy and research through multiple platforms, including Inuktut content when appropriate.

Implement Monitoring and Evaluation: Create a system for tracking the impacts, outcomes and social return on investment of Pauktuutit's programs and initiatives and advocacy efforts.

Priority 3:

Embody Piruqsaijiit/ᐱᑭᑦᑐᑦᐳᑦᐳᑦᐳᑦ with a focus on developing and empowering the next generation of Inuit women, girls, and gender-diverse leaders.

We aspire to foster the development and empowerment of Inuit women, girls and gender-diverse Inuit leaders. Through innovative programs and support systems, we will provide the resources, training, and mentorship necessary to cultivate the leadership skills and confidence of Inuit women, girls and gender-diverse Inuit. By creating a nurturing environment where Inuit women, girls and gender-diverse Inuit can explore their potential and develop their unique leadership styles, we aim to empower them to take on influential roles within their communities and beyond. Our commitment to fostering a new generation of leaders is integral to ensuring that the voices and perspectives of Inuit women, girls and gender-diverse Inuit are represented in all areas of decision-making, leading to more inclusive and effective governance and advocacy.

Pauktuutit will address this priority by achieving the following Goals:



Build Internal Capacity: Provide training and resources to Inuit staff and board to enhance their leadership and advocacy skills at Pauktuutit. This can include workshops, mentorship programs, role model and ambassador programs, and support for participation in policy-making processes.

Improve Representation and Inclusion: Ensure that Inuit are represented in all decision-making bodies within the organization and that their voices are central to advocacy efforts. This includes creating opportunities for direct participation in policy dialogues and leadership roles.

Empower the Board: Create and nurture a governance model that provides current and future Board members with support, resources, information and networking opportunities.

Advocate for Women's Leadership: Advocate for policies and initiatives that meaningfully support the leadership development of Inuit women, girls and gender diverse Inuit at regional and national levels. This includes engaging with policymakers, stakeholders, and employers to highlight the importance of women's leadership in various sectors.

Priority 4:

Strengthen partnerships to build collective capacity and advance shared priorities.

We aim to enhance our impact by strengthening partnerships with other Inuit organizations, government agencies and other like-minded organizations and stakeholders. By fostering collaborative relationships, we will build collective capacity to address the complex challenges faced by Inuit women, girls and gender-diverse Inuit and advance our shared priorities. This collaborative approach will leverage the strengths and resources of our partners, creating a united front to amplify our advocacy efforts. By working together, we aim to ensure that the needs and aspirations of Inuit women, girls and gender-diverse Inuit are met more effectively, fostering sustainable change and achieving our mutual goals.

Pauktuutit will address this priority by achieving the following Goals:



Identify partners: Locate and reach out to build and nurture potential partnerships, including Indigenous organizations, government agencies, industry, NGOs, academic institutions, and community groups, both within Inuit Nunangat and in southern Canada.

Complete Collaborative Projects: Initiate and participate in collaborative projects that address critical issues affecting Inuit women, girls and gender-diverse Inuit identified in our policy agenda and strategic plan.

Establish Formal Agreements: Enter into formal partnership agreements (MOUs) with key organizations to outline mutual goals, responsibilities, and areas of collaboration.

Priority 5:

Actively promote, pursue and secure the human and legal rights of Inuit women, girls and gender-diverse Inuit.

Pauktuutit is committed to championing the human and legal rights of Inuit women, girls, and gender-diverse Inuit. We will actively advocate for policies and practices that uphold these rights, ensuring that their voices are heard and respected in all spheres of society. Through strategic advocacy, education, and legal support, we aim to dismantle systemic barriers and address injustices that affect Inuit women, girls and gender diverse Inuit. By pursuing and securing these rights, we work towards creating a society where Inuit women, girls, and gender-diverse Inuit can live freely and safely, with equal opportunities and protections.

Pauktuutit will address this priority by achieving the following Goals:



Advance implementation of the United Nations Declaration of the Rights of Indigenous Peoples: Work with Canada and Indigenous partners to advance the actions identified in UNDA and Ajuinnata (UNDRIP Action Plan).

Lead and support initiatives related to MMIWG Calls for Justice: Provide resources and expertise and advocate for the immediate implementation of the Calls for Justice outlined in the MMIWG Final Report.

Advocate for Inuit Women’s Cultural and Identity Based Rights: Through policy advocacy, research, engagement and resource development, work to strengthen the rights of Inuit women, girls and gender-diverse Inuit across Canada.

Include the perspectives of gender and sexually diverse Inuit: Establish sexual diversity and gender-inclusive mandate at Pauktuutit that supports Inuit-specific frameworks and capacity building.

Priority 6: Diversify and align funding around strategic priorities to increase our impact.

Pauktuutit will look to expand and align our funding sources to strategically support our mission and maximize our impact. By diversifying our funding streams, we ensure financial stability and resilience, allowing us to invest in the most critical areas of our work. We will actively seek partnerships and funding opportunities that align with our strategic priorities, ensuring that our resources are directed towards initiatives that create meaningful change for Inuit women, girls and gender-diverse Inuit.

Pauktuutit will address this priority by achieving the following Goals:



Advocate for sustainable funding: Advocate with government bodies and other funding agencies for sustainable, multi-year funding commitments. Highlight the importance of long-term investments in supporting the organization’s work and achieving lasting impacts.

Strengthen proposal writing and diversify funding sources: Invest in training and resources to enhance the organization’s proposal writing and fundraising capabilities. Actively seek opportunities to identify and access new funding sources. Develop support materials, such as impact reports, to demonstrate the effectiveness of Pauktuutit’s work.

Ensure responsible financial planning and management: Implement robust financial planning and management practices, including regular budgeting, financial reporting, and audits. Ensure transparency and accountability in financial operations to build trust with funders and stakeholders.

Enhance operational effectiveness: Ensure that the organization is properly structured to support its policy advocacy agenda. Invest in technology, facilities, and human resources to improve operational efficiency and effectiveness.

From Planning to Action

Presenting our 2025-2029 Strategic Plan is the next chapter in a story that will unfold over the next five years, filled with the voices and wisdom of Inuit women, girls and gender diverse Inuit across Canada. This plan is the culmination of extensive consultation and engagement with our leadership, staff, and partners. It weaves together our commitment to increasing our impact and accountability to Inuit women, girls and gender diverse Inuit, enhancing our role as a national leader, developing leaders, strengthening partnerships, actively promoting human and legal rights, and diversifying our funding to sustain our journey.





This Strategic Plan is not just a roadmap but a promise to tell our story with transparency and integrity to our community, partners, funders, and Board. For each of the priorities identified, we will create milestones that track our progress, ensuring our actions resonate with the goals we've set. This plan will be the foundation of our annual work and budgeting, a tool to measure and evaluate our impact, and a guide to ensure we are fulfilling our commitments. We will continue to engage with our community and partners throughout this journey, sharing stories of progress, gathering feedback, and listening to the voices that shape our path.

We are excited to embark on the next chapter, ever mindful of the vital role our organization plays in nurturing the well-being and vitality of Inuit women, girls and gender-diverse Inuit across Canada. We invite you to join us, to share your stories, feedback, and ideas, and to help us weave a narrative that is strong, inclusive, and reflective of our diverse experiences and aspirations.





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