



**NWAC ANNUAL GENERAL
ASSEMBLY 2023**

**2022-2023
ANNUAL REPORT**



**NATIVE WOMEN'S
ASSOCIATION OF CANADA**

**49TH ANNUAL GENERAL
ASSEMBLY**

ACKNOWLEDGMENTS

RECONCILIATION

NWAC is a National Indigenous Organization representing the political voice of Indigenous women, girls, transgender, Two-Spirit, and gender-diverse people in Canada, inclusive of First Nations on and off reserve, status and non-status, disenfranchised, Métis and Inuit. We were founded on the collective goal to enhance, promote and foster the social, economic, cultural and political well-being of Indigenous women within their respective communities and Canadian societies.

Purchased works inspired by reconciliation:



BRANDY BLOXOM
"Blood Memory"



LAURA DIETER
"Pretty Nose"



DEBRA VINCENT
"From Darkness to Light"



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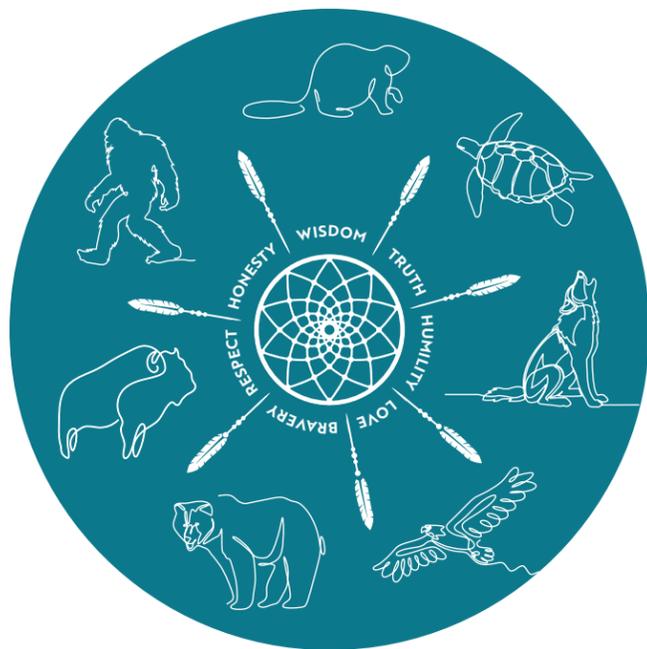
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THIS YEAR PROVED TO BE
FULL OF CHALLENGES AND
SUCCESSSES.



PRESIDENT'S MESSAGE

CAROL MCBRIDE



This year proved to be full of challenges and successes. I would like to thank all the work of our Provincial and Territorial Membership Organizations (PTMAs) – the heartbeat of our organization. Considering the essential work they do at a grassroots level, I am glad the Minister responsible for Women and Gender Equality Canada (WAGE), Marci Ien, supported PTMA capacity building at the Native Women's Association of Canada (NWAC), an announcement made at our Social, Cultural, and Economic Innovation Centre (SCEIC) on June 6, 2023. The Honourable Greg Fergus, Member of Parliament for Hull-Aylmer, and Sophie Chatel, Member of Parliament for Pontiac, announced \$1.15 million for NWAC which included funding for PTMA Liaisons: Grassroots Partnership and Capacity Building.

On May 4, 2023, Patty Hajdu, Minister of Indigenous Services, and I jointly announced the expansion of NWAC's *Safe Passage* initiative with new online tools, as well as the establishment of the *Safe Passage* Indigenous Women's Safety Council.

Safe Passage is a community-driven, trauma-informed and survivor-centered safety initiative created and led by NWAC. The initiative tracks MMIWG2S+ cases, monitors ongoing safety concerns, provides distinctions-based safety resources, educates the public and media, and commemorates and honours the stolen loved ones of Indigenous people and families. There is nothing more important than the safety of our women, girls, Two-Spirit, transgender, and gender-diverse people.

PRESIDENT'S MESSAGE CONT.

I lobbied Minister Miller on numerous occasions for core funding for my office and enhanced core funding for our PTMAs. I reiterated the importance of Call to Justice 1.8 that reads (in part) "[C]ore and sustainable funding, as opposed to program funding, must be provided to national and regional Indigenous women's and 2SLGBTQQIA people's organizations."

On March 31, 2023, I also lobbied the Attorney General of Canada, David Lametti, for NWAC's inclusion at decision making tables. The voices of our women, girls, and 2SLGBTQQIA+ people must be heard and their ways of knowing must be reflected in decision making.

I was honoured to participate in two roundtables with the Board of Directors. The MMIWG2S+ Roundtable took place on Saturday May 6, 2023. I invited Senator Michelle Audette to join our conversation, and her insights, as an influential Indigenous female leader, enriched our discussions.

On June 9, 2023, I joined NWAC's Board of Directors discussion on Bill C-38, *An Act to Amend the Indian Act* (new registration entitlements) at NWAC's headquarters. It was an honour to be a part of the difficult but important discussion. It is apparent that the amendments do not go far enough to rectify the harms perpetuated under the *Indian Act*.

In the past year, I also participated in numerous high-level meetings. On April 24, 2023, I met with the President of the Federal Republic of Germany, Dr. Frank-Walter Steinmeier, and his wife, Elke Büdenbender. The Prime Minister and his wife Sophie Gregoire Trudeau were also in attendance. I spoke with the Trudeaus about the importance of survivors and families of our missing and murdered.

I also had the honour to meet with all of Canada's Premiers on July 10, 2023, in Manitoba. Engaging with provinces and territories is important. I encouraged each Premier to reach out to their local NWAC chapter to collaborate with membership in their region.

One of my greatest achievements as President is ensuring that Bill C-29, *An Act to provide for the establishment of a national council for reconciliation* was amended to include NWAC. Although the Bill is at second reading at the Senate, I am positive the Bill will pass. Therefore, NWAC will play a vital role in overseeing the implementation of the 94 Calls to Action released by the Truth and Reconciliation Commission of Canada (TRC).



CEO MESSAGE

LYNNE GROULX



"RECONCILIATION NOT ONLY REQUIRES APOLOGIES, REPARATIONS, THE RELEARNING OF CANADA'S NATIONAL HISTORY, AND PUBLIC COMMEMORATION, BUT ALSO NEEDS REAL SOCIAL, POLITICAL, AND ECONOMIC CHANGE."

The Native Women's Association of Canada (NWAC) has had an incredibly busy year – a good sign as we advocate for a world that respects the objectives of reconciliation, the theme of this year's Annual General Assembly.

The Truth and Reconciliation Commission of Canada asserted that reconciliation "must become a way of life."¹ Living in line with the principles of reconciliation requires far-reaching and sustained actions that address historical injustices and ensure an equitable, empowered, and hopeful future for First Nations, Métis, and Inuit Peoples:

"Reconciliation not only requires apologies, reparations, the relearning of Canada's national history, and public commemoration, but also needs real social, political, and economic change."²

NWAC boldly tackles this work every day on behalf of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse (WG2STGD) people.

With more than 60 programs underway, connected to all our policy areas, each of NWAC's units has been working diligently this past year to advance our goal to enhance, promote, and foster the social, economic, cultural, and political well-being of Indigenous WG2STGD people in their respective communities and Canadian societies.

Spanning a wide array of policy areas that affect the everyday lives of Indigenous Peoples – economic development; violence prevention and MMIWG2S+; healing and resiliency; environment; health; social development; arts and culture; youth; international; legal; executive policy and government relations – NWAC's complement of diverse programs are integral for advancing the broad vision and aspirations of reconciliation.

To support our work, NWAC welcomed new developments in the 2022-2023 fiscal year: a new President, a new building, and a new website to help us share the work we are doing with audiences far and wide. Growth in staffing, new infrastructure projects, and an increased reach for the work we do show that NWAC continues to grow as an organization all the while remaining focused on our grassroots mission.

To keep our priorities in balance, it was important that we also spent time this year cultivating the strategic frameworks that will guide the association's work in the years ahead. I am happy to report that NWAC's Board of Directors has developed a new strategic plan and the National Office's accompanying implementation plan. NWAC's Capacity Building Unit has also worked with our Provincial and Territorial Member Associations (PTMAs) to develop individualized strategic action plans focused

¹ Truth and Reconciliation Commission of Canada, *Honouring the Truth, Reconciling for the Future: Summary of the Final Report of the Truth and Reconciliation Commission of Canada*, 184.

² Ibid.

CEO MESSAGE (CONT.)

on increasing their organizational capacity to support grassroots community-based programming and initiatives.

NWAC's grassroots work this past year continues to advance economic opportunities and entrepreneurship supports for Indigenous WG2STGD people through the Indigenous Skills and Employment Training (ISET) program, Investment Readiness Program, National Apprenticeship Program (NAP), and our Be The Drum initiative. We are making an impact on the health of Indigenous WG2STGD people with programs focused on addressing anti-Indigenous racism in oral health and ensuring that Indigenous women, Two-Spirit, transgender, and gender-diverse (W2STGD) people who are incarcerated have trauma-informed and culturally relevant health information and supports. We have expanded our healing service delivery with the partial opening of the Wabanaki Resiliency Lodge whose resiliency programming emphasizes the deep connection between the healing and wellness of Indigenous WG2STGD people and the health of the earth. Through programs focused on creating safe and trauma-informed work environments, culturally relevant and inclusive housing supports, and intergenerational connections, NWAC is also striving to prioritize the needs of Indigenous people who are frequently marginalized such as youth, Indigenous WG2STGD people living with disabilities, and members of our communities who identify as 2SLGBTQQIA+.

At the national and international level, NWAC is also making sure that the contributions of

Indigenous WG2STGD people are celebrated through award winning campaigns like #ChangeTheBill that demonstrate the powerful role art can play in reconciliation, and that our rights are being respected and upheld. Whether it be through our advocacy related to the *United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)* and *An Act respecting First Nations, Inuit and Métis children, youth and families* or the use of accountability mechanisms like our annual MMIWG2S+ scorecards, NWAC has continued this year to be a powerful advocate when it comes to ensuring the lives and perspectives of Indigenous WG2STGD people are valued and that the Government of Canada is held accountable for living up to its legal commitments.

With 122,367 new followers on social media and powerful digital publications like *Kci-Niwesq* and "Shining the Spotlight," NWAC is also ensuring we are connected to Indigenous WG2STGD people in communities across Turtle Island and Inuit Nunangat and are amplifying the voices of the individuals at the heart of our work.

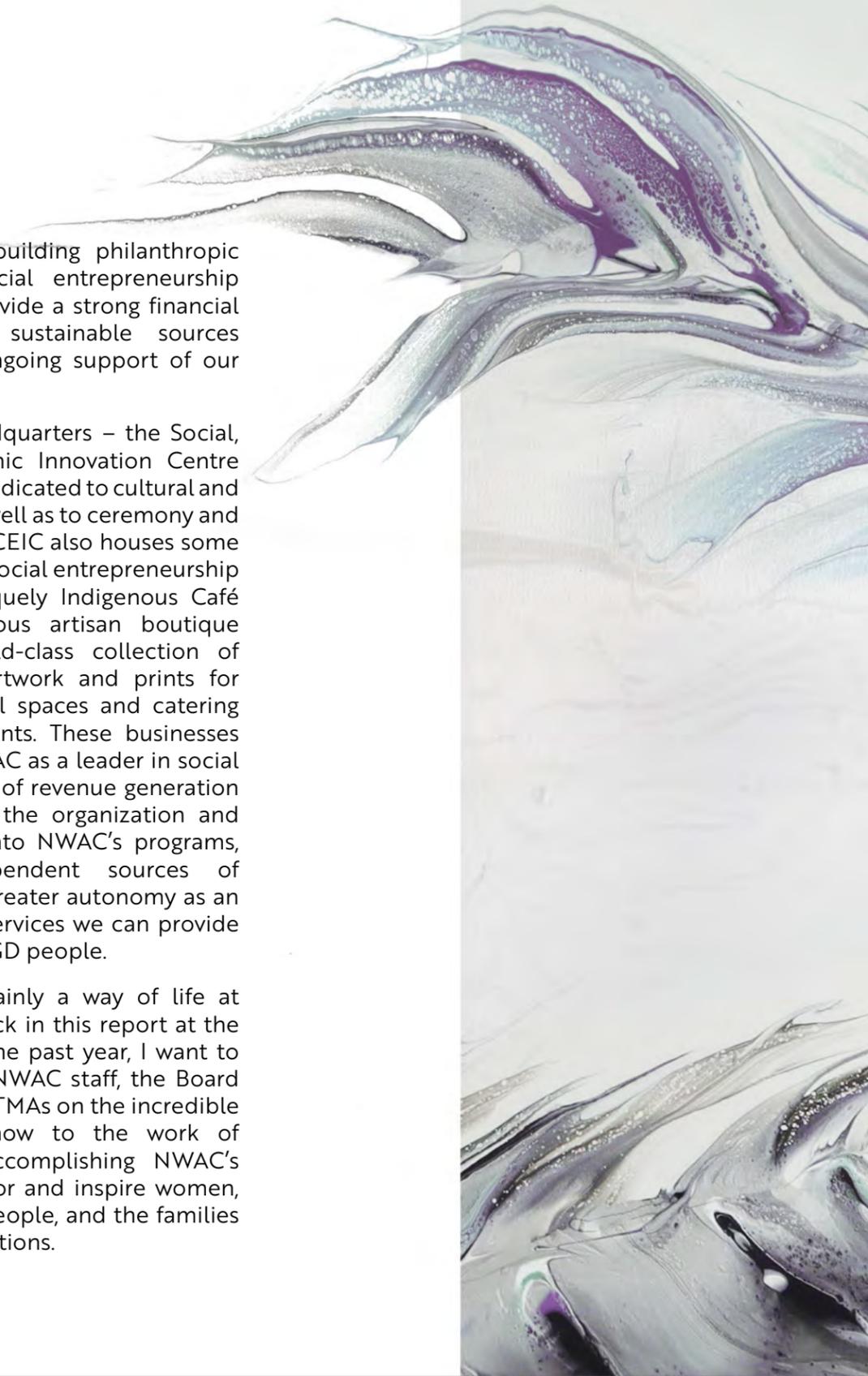
In fact, through our Going Global initiative, NWAC is increasingly promoting the needs and perspectives of Indigenous WG2STGD people at an international level, building transnational relationships to support the health, resiliency, rights, prosperity, and shared aspirations of Indigenous Peoples across the globe.

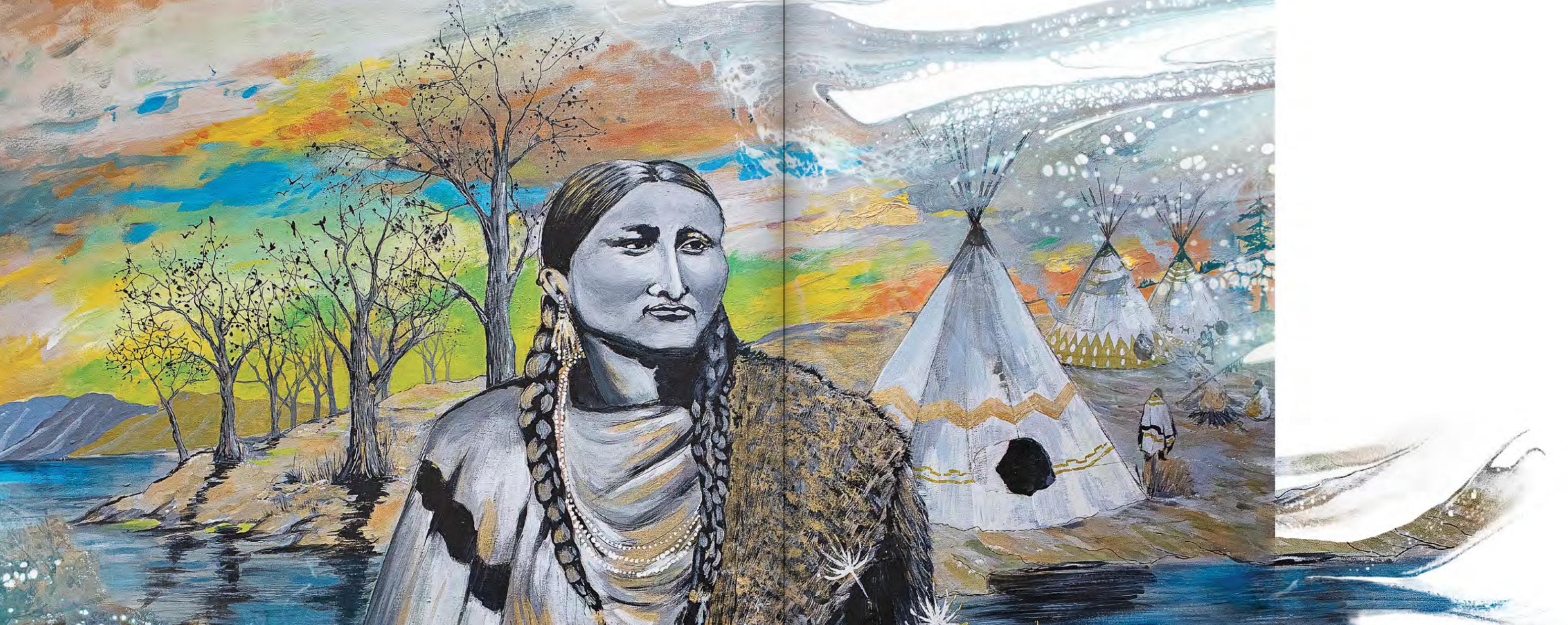
Finally, as we look towards an empowered future for Indigenous WG2STGD people,

we are focused on building philanthropic relationships and social entrepreneurship initiatives that will provide a strong financial foundation through sustainable sources of revenue for the ongoing support of our grassroots work.

NWAC's national headquarters – the Social, Cultural, and Economic Innovation Centre (SCEIC) – has spaces dedicated to cultural and artistic exhibitions as well as to ceremony and service delivery. The SCEIC also houses some of NWAC's successful social entrepreneurship projects like the uniquely Indigenous Café Bouleau, an Indigenous artisan boutique – Artisanelle, a world-class collection of original Indigenous artwork and prints for sale, along with rental spaces and catering for meetings and events. These businesses are distinguishing NWAC as a leader in social innovation. As sources of revenue generation that help strengthen the organization and bring revenue back into NWAC's programs, they provide independent sources of income that offer us greater autonomy as an association over the services we can provide to Indigenous WG2STGD people.

Reconciliation is certainly a way of life at NWAC. As we look back in this report at the accomplishments of the past year, I want to heartily congratulate NWAC staff, the Board of Directors, and our PTMAs on the incredible commitment they show to the work of reconciliation and accomplishing NWAC's mission to advocate for and inspire women, girls, 2SLGBTQQIA+ people, and the families of many Indigenous nations.





SECTION ONE

ECONOMIC DEVELOPMENT



NWAC IS COMMITTED TO ENDING ECONOMIC MARGINALIZATION AND FINDING PATHWAYS TO ECONOMIC RECONCILIATION FOR INDIGENOUS WOMEN, GIRLS, TWO-SPIRIT, TRANSGENDER, AND GENDER-DIVERSE PEOPLE WHO HAVE THE RIGHT TO IMPROVE THEIR ECONOMIC CONDITIONS THROUGH EMPLOYMENT, ENTREPRENEURSHIP, MENTORSHIP PROGRAMS, EDUCATION, AND TRAINING.



ECONOMIC DEVELOPMENT

Indigenous Skills and Employment Training (ISET) Program

Funded by Employment and Social Development Canada (ESDC), the ISET program links training and education to labour market demand and ensures that Indigenous women, Two-Spirit, transgender, and gender-diverse (W2STGD) peoples in Canada can fully participate in economic opportunities. Through NWAC's agreement with ESDC, we provide supports such as tuition, living allowance, child-care, on the job training, and other supports and resources that can help Indigenous W2STGD people reach their employment and skills training goals.

NWAC provides centralized supports to our Provincial and Territorial Member Associations (PTMAs) and regional ISET coordinators to ensure consistency of program delivery and national coverage of the ISET program. From November 8-9, 2022, the ISET coordinators met for in-person training at NWAC's new Social, Cultural, and Economic Innovation Centre (SCEIC) in Gatineau, Quebec. This training included a review of new templates, reporting requirements, conflict resolution

and lateral violence training, and a roundtable to hear about successes and challenges from all ISET coordinators. The ISET coordinators and NWAC also meet monthly via Teams for regular updates and support. NWAC conducted in-person site visit/audits and training to the following PTMAs in 2022-2023: Manitoba Moon Voices Inc. (MMVI), Newfoundland Native Women's Association (NNWA), and The Native Women's Association of The Northwest Territories (NWANWT).

From February to June 2023, NWAC provided Indigenous Women's Leadership training in partnership with the Indigenous Leadership Development Institute, Inc. Twenty Indigenous W2STGD people from across Canada took part in the training that took place on Zoom over the course of 20 weeks.

NWAC looks forward to continuing work with each PTMA on this labour and employment program to help Indigenous W2STGD people fulfill their career goals and achieve economic prosperity.



THERE WAS A DECREASE IN SUCCESS RATES DURING TWO YEARS OF THE ISET PROGRAM DUE TO THE COVID-19 PANDEMIC; HOWEVER, WE NOTE AN INCREASE IN THE TOTAL NUMBER OF CLIENTS RECEIVING FUNDING FOR EDUCATION AND TRAINING THROUGH NWAC'S ISET PROGRAM. WE HOPE TO SEE AN INCREASE IN THE EMPLOYMENT OUTCOMES IN THE COMING YEARS.

ISET RESULTS FROM 2019 TO 2023

The following table shows the employed and returned to school results and progress over the first four years of the ISET program.

	NWAC DATABASE RESULTS			TOTAL RESULTS REPORTED BY ESDC		
	EMPLOYED	RETURNED TO SCHOOL	TOTAL CLIENTS FUNDED	EMPLOYED	RETURNED TO SCHOOL	TOTAL CLIENTS FUNDED
2019 - 2020	87	38	300	53	18	272
2020 - 2021	37	27	230	51	13	217
2021 - 2022	39	27	206	42	6	206
2022 - 2023	36	45	291	29	10	226

*Results reported by ESDC in 2022-2023 are incomplete due to system reporting upload being slow and the final upload taking place on June 7, 2023.



FAST FACT

- 3,627 Indigenous W2STGD people supported by NWAC and regional ISET coordinators in accessing labour market information, communication and technology services, and referrals to other agencies
- 2022-2023 group training projects:
 - YAWC Life Skills/Get Back to Work, 5 participants
 - NWANWT First Aid-CPR, WHMIS & Traffic Control Person Training, 9 participants
 - Nunavut Region Driver Training
 - Class 5 Unrestricted, 5 participants
 - Class 5 Restricted, 12 participants
 - Class 7, 25 participants
 - BCNWA Online Skills Development Training, 12 participants
 - IAAW Entrepreneurship Training, 6 participants
 - IAAW Heavy Equipment Training, 4 participants
 - MMVI Administrative Assistant Training, 10 participants
 - MMVI Full Spectrum Indigenous Doula Training, 14 participants
 - NSNWA Pre-employment Skills Training, 9 participants



TESTIMONIAL

“I was able to obtain funding through the ISET program to continue my Business Management Diploma. I was able to obtain funding to all of my school fees and cost of books in my second year of the Diploma program...I have received so much support from my Advisor and the ISET program that working as a Post Secondary Advisor within Rupertsland has become so much more rewarding, knowing that I am also helping others achieve their goals and dreams”.

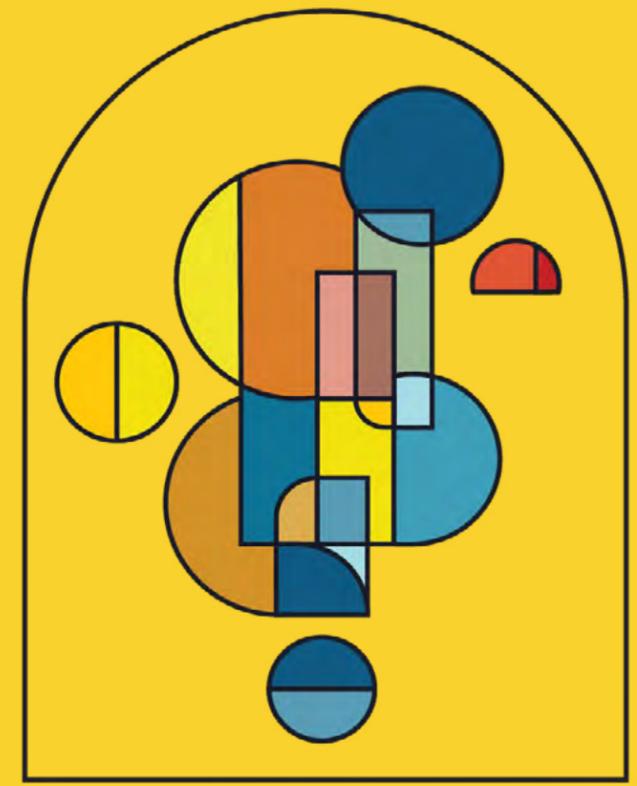
Native Women's Association of Canada | 780 | Français

THE NWAC NATIONAL APPRENTICESHIPS PROGRAM

FOR APPLICANTS | FOR BUSINESSES | CONTACT | SIGN IN

NWAC'S NAP: BUILDING SKILLS & CREATING OPPORTUNITIES

I WANT TO BE AN APPRENTICE | I WANT TO HIRE AN APPRENTICE

L'AFAC PROGRAMME NATIONAL D'APPRENTISSAGE

THE NWAC NATIONAL APPRENTICESHIPS PROGRAM

National Apprenticeships Program (NAP)



In October 2022, NWAC launched the National Apprenticeships Program (NAP). This initiative, funded by Employment and Social Development Canada's (ESDC) Apprenticeship Service, provides \$10,000 grant incentives to small and medium-sized enterprises (SMEs) that hire Indigenous women, Two-Spirit, transgender, and gender-diverse (W2STGD) people to undertake new, first-year, Red Seal apprenticeships in certain construction and manufacturing trades.

Under NAP, NWAC developed an informative [website](#) about the skilled trades and an online portal where SMEs can register and post their apprenticeship opportunities and where apprentice candidates can register, review job opportunities, and apply to the apprenticeships of their choice.

Working closely with community, industry, and educational organizations, we have

learned a great deal about the interests, concerns, and motivations of employers and Indigenous W2STGD people with respect to construction and manufacturing apprenticeships. We quickly learned that employers and candidates need close and focused attention to encourage participation in apprenticeship procedures and to connect with the best employer or candidate.

Based on this need, NWAC's NAP team developed a direct client services approach, through which we work directly with apprentice candidates to understand their interests, capacities, and goals. We then undertake research to match them with the best possible employer and work with the employer to advocate on behalf of the applicant.

This direct client relationship approach is necessary to overcome the significant



NATIONAL APPRENTICESHIPS PROGRAM (NAP) CONT.



systemic challenges that perpetuate the under-representation of Indigenous W2STGD people in all construction and manufacturing trades.

We are also developing information resources for SMEs that they will be able to apply to their workplaces and policies to ensure that they are providing Indigenous W2STGD people with safe, welcoming, and appropriate work environments.

While we have developed a network database of thousands of community, industry, and educational organizations, thousands of potential employers, and hundreds of registered apprentice applicants, the NAP faces great challenges. Wrap-around services are needed to enhance pre-conditions for

apprentice success in these career pathways and to overcome systemic issues that may dissuade Indigenous W2STGD people from construction and manufacturing trades. Improving program supports for SMEs to offset additional overhead, operational, and market expenses when participating in apprenticeship initiatives are also needed.

NWAC continues to advocate for greater gender equality in these trades and to work tirelessly with all relevant stakeholders to facilitate opportunities for Indigenous W2STGD people in construction and manufacturing.



#BeTheDrum

#BeTheDrum was created in 2019 with funding from Innovation, Science, and Economic Development Canada under the Women Entrepreneurship Strategy (WES) Ecosystem Fund.

It is an outreach and navigation program that supports Indigenous women, Two-Spirit, transgender, and gender-diverse (W2STGD) entrepreneurs by helping to build the skills needed to enter the sphere of business, management, and entrepreneurship. Through the program, existing and budding Indigenous entrepreneurs have access to supports to help them flourish in the business sector including a team of dedicated entrepreneur navigators and mentors, professional development workshops, networking events, peer-to-peer groups, and live social media Q & A sessions.

Today, there are over 330 #BeTheDrum members!

This #BeTheDrum initiative, like the sound of the drum, stirs up a sense of belonging for Indigenous Peoples within the business community. The drum in this program's name signifies a call to existing and prospective entrepreneurs to come alive with determination and hope, strengthened through the support of peer mentorship and navigation that reminds us that we are all connected.

#BeTheDrum has become a popular tool for Indigenous W2STGD people in business and a forum to connect with, learn from, and empower each other. Every month one "Entrepreneur of the Month" gets a full promotional post on NWAC's social media platforms.



#BeThe
DRUM
Your Business, Our Focus





#BETHEDRUM (CONT.)

Networking opportunities like NWAC’s annual conference and ongoing workshops are exclusive to #BeTheDrum members. In 2022-2023, #BeTheDrum workshops attracted over 400 Indigenous participants from across Turtle Island and Inuit Nunangat. Workshops cover an array of business-related topics:

- Preparing for tax season
- Indigenous financial institutions
- Indigenous opportunities for procurement contracts with Public Services and Procurement Canada
- Business Development Canada services
- Accounting
- Digital creativity
- Financial literacy
- Small business management
- Business mindset

NWAC has received funding to support the #BeTheDrum program for the next two years and is looking forward to continuing this successful initiative. As an additional support to #BeTheDrum, NWAC is a partner in another project supported by the WES Ecosystem Fund, with the Canadian Women’s Foundation as the lead organization, that allows NWAC to share information and network with other partner organizations. It also provides greater supports for mentorship and networking events for entrepreneurs.

DID YOU KNOW?

- NWAC has an **Indigenous Women’s Business Directory** where anyone can access a list of over 250 Indigenous businesses throughout Canada.
- #BeTheDrum 2022-2023 workshops attracted over 400 Indigenous W2STGD participants from across Turtle Island and Inuit Nunangat.

Investment Readiness Program (IRP)

NWAC's Economic Development Unit has completed its second phase of the **Investment Readiness Program (IRP)** funded by Employment and Social Development Canada (ESDC) in line with the 2030 Agenda for **Sustainable Development** and its commitment to "leave no one behind."

NWAC has highlighted the role of IRP funding as an instrument for economic empowerment, development, and reconciliation for Indigenous communities, particularly Indigenous women, Two-Spirit, transgender, and gender-diverse (W2STGD) entrepreneurs who have great social, economic, and cultural impact in their communities.

In the second phase of this project, we conducted five virtual sessions with 86 Indigenous W2STGD entrepreneurs and small business owners, as well as five webinars with 51 different social purpose organization (SPO) members across Canada. These engagements supported NWAC's development of a comprehensive database that includes information about Indigenous entrepreneurs and Indigenous SPO members who are seeking information about social innovation/ social finance opportunities.



NWAC has also identified future opportunities to bridge the gap between the IRP's principles of inclusivity and equity, and the distinct cultural, financial, and business needs of Indigenous entrepreneurs and SPOs. A key finding of this project was the need to integrate the continuous awareness-raising process within the IRP communications framework; this is particularly important among Indigenous-led SPO participants, some of whom were already supporting Indigenous entrepreneurs but are not yet funded by the IRP. A revised approach will provide Indigenous SPOs with more opportunities to work with the IRP and be better represented in this grant funding program.

Of the approximately fifty outputs related to diversity and inclusion, research and

knowledge generation, and network building, NWAC's intersectional and inclusive lens and participatory approach are contributions to this project that have been highly praised by the IRP funders and partners.

Amongst the range of recommendations NWAC offered to improve the IRP structure/ design, methodology, and delivery/ implementation, we suggested ways to improve the IRP for a better inclusion of Indigenous entrepreneurs and of SPOs supporting Indigenous businesses across Canada. Indigenous entrepreneurs fit into six of the eight groups prioritized by the IRP (women, Indigenous Peoples, low-income people, people with disabilities, members of the 2SLGBTQQIA+ community, and official language minority communities).

Informing the Modernization of the Employment Insurance Program

With funding from Employment and Social Development Canada (ESDC), NWAC designed and conducted a survey to gain feedback on experiences with the Employment Insurance (EI) program. A total of 146 Indigenous women, Two-Spirit, transgender, and gender-diverse (W2STGD) people responded to the survey and shared their experience as well as their perspective on how to make improvements to the EI program.

The survey covered the full range of EI supports such as regular benefits, maternity/parental leave, family caregiving, and EI sickness benefits. Key recommendations that emerged from the survey were to ease the eligibility requirements, simplify the application process, improve the level of service provided by Service Canada, shorten the waiting period, and increase the amount and duration of benefit periods. The [final report](#) to ESDC included a literature review that described the current labour market status of Indigenous W2STGD people.



One Employment Insurance survey respondent said,

"I feel many Indigenous women and gender-diverse people are underpaid and underemployed in the workforce. This means their EI earnings will likely be less and the waiting period will likely be more detrimental to them."



Workplace Opportunities: Removing Barriers to Equity (WORBE) for Indigenous W2STGD People Living with Disabilities

NWAC concluded its work on the WORBE project in August 2022 with the submission of a final report, which included updated figures gathered through online engagement sessions and a national survey conducted in April 2022 that had 918 respondents. Information collected through engagement sessions and the survey helped NWAC report on the needs of the most vulnerable among Indigenous Peoples and understand how to help them overcome physical, cultural, and spiritual barriers to enter the labour market.

Disseminating knowledge about employment barriers and highlighting the concerns of

Indigenous women, Two-Spirit, transgender, and gender-diverse (W2STGD) employees living with disabilities among those in charge of recruitment and retention of Indigenous employees in federal organizations is a first step to spark change towards more inclusive work environments.

The WORBE project positions NWAC as one of the few Knowledge Holders with reliable disaggregated data about Indigenous vulnerable groups. NWAC's findings help to build this knowledge pool and can be used to help identify local, regional, and national policy priorities towards reconciliation.





Student Awards



HELEN BASSETT COMMEMORATIVE AWARD

Each year NWAC awards four Indigenous women, Two-Spirit, transgender, or gender-diverse (W2STGD) people the Helen Bassett Commemorative Student Award. This bursary assists Indigenous W2STGD people who are enrolled in post-secondary studies with preference to those studying law and justice. It was made available through the generous donation of Helen Bassett, who was an active supporter of equal rights for Indigenous Peoples and women.

In 2022, the Helen Bassett Commemorative Student Award selection committee received and reviewed over 30 applications. NWAC is pleased to announce four outstanding awards recipients for 2022: Libby Day-MacLeod (North), Rachel Creaser (East), Brooke Gelinas (South), and Shaylee Piska (West).

MICHAEL MELANCON-KOFFEND COMMEMORATIVE STUDENT AWARD

The Michael Melancon-Koffend Award is made possible by the generous donation of Marie Melancon-Ifram. Marie wanted to honour her late son's memory by creating a bursary that helps Indigenous women, Two-Spirit, transgender, and gender-diverse (W2STGD) people enrolled in post-secondary studies. This award is open to all fields of study with a winner from each province and territory in Canada.

In 2022, we received over 50 applications and awarded 11 Indigenous W2STGD people from across Canada. Unfortunately, we did not receive applications for Nunavut or Prince Edward Island. The winners for the 2022 award are Kassua Dreyer (YT), Kyra Sanguetz (NT), Ruthie Speck (BC), Stephanie Brousseau (AB), Cassidy Richert (SK), Ashton Hiebert (MB), Mindy Dallard (ON), Kaijahtenhtas Thompson (QC), Cynthia Denny (NS), Elisa Akcakiryan (NB), and Avery Velez (NL).

We hope that in 2023 we will be able to award 13 Indigenous W2STGD people from across Canada.

NELLIE MAKOKIS CARLSON COMMEMORATIVE STUDENT AWARD

The Nellie Makokis Carlson Commemorative Student Award honours Indigenous activist Nellie Makokis Carlson and all she has done for Indigenous rights. We celebrate her memory by awarding three hard-working mothers and/or primary caregivers who are working towards making a better future for their children.

In 2022, we received over 30 applications for the Nellie Makokis Carlson Commemorative Student Award. The award winners are Carmen Poitras, Serenity Sapphire Moar, and Sierra Ettawacappo.



SECTION TWO

VIOLENCE PREVENTION & MMIWG2S+



VIOLENCE PREVENTION & MMIWG2S+

Safe Passage

This year, NWAC launched the expanded [Safe Passage website](#), a community-driven, trauma-informed, and survivor centered initiative with a holistic and trauma-informed national MMIWG2S+ database, research and educational tools, and culturally relevant support and care to inspire transformational change. *Safe Passage* documents the legacy of systemic violence that creates and maintains the MMIWG2S+ genocide and holds space for MMIWG2S+ families and survivors to have their stories be heard, believed, valued, and shared on their own terms.

The website provides an in-depth visualization of the scope of the genocide with additional data layers and offers robust support by way of the Community Resources map, new violence prevention toolkits, as well as Elder and Knowledge Keeper support.

The updated version of *Safe Passage* offers enhanced online resources:

- a. Monitors ongoing safety concerns through The Unsafe Experiences Reporting Tool and Map.
- b. Provides distinctions-based safety resources on the Community Resources Map that contains over 1500 immediate and long-term safety resources (with filters by region and resource type).
- c. Maps MMIWG2S+ cases by region and type to better educate and inform the Canadian public about the ongoing MMIWG2S+ genocide.
- d. Centres the voices and stories of MMIWG2S+ families and survivors through the *Safe Passage* Stories page, a digital space that commemorates and honours MMIWG2S+.
- e. Provides resources connected to the MMIWG2S+ genocide for individuals, industries, and communities as well as specific, distinctions-based training and tools, including five new toolkits aimed at violence prevention.
- f. Equips media and journalists to better report on MMIWG2S+ through the media alert system.
- g. Provides Elder and Knowledge Keeper support for individuals impacted by the loss of a missing or murdered loved one. The *Safe Passage* Elders and Knowledge Keepers provide emotional support and guidance that is grounded in Indigenous Knowledges and healing practices.

SAFE PASSAGE DOCUMENTS THE LEGACY OF SYSTEMIC VIOLENCE THAT CREATES AND MAINTAINS THE MMIWG2S+ GENOCIDE AND HOLDS SPACE FOR MMIWG2S+ FAMILIES AND SURVIVORS TO HAVE THEIR STORIES BE HEARD, BELIEVED, VALUED, AND SHARED ON THEIR OWN TERMS.

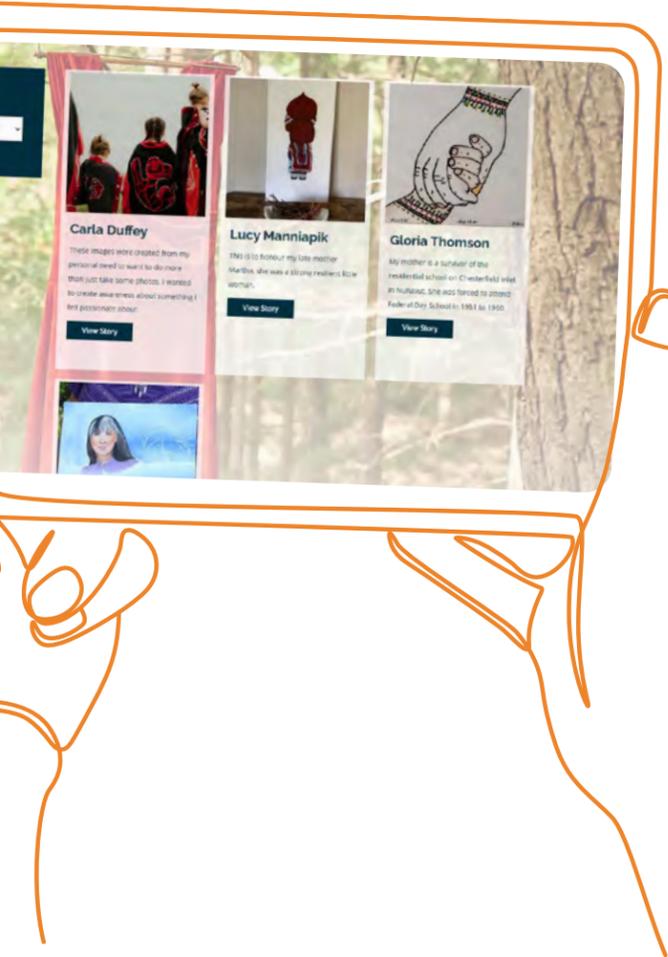
SAFE PASSAGE



Indigenous Women's Safety Council (IWSC)

In spring 2023, NWAC hosted a series of four meetings virtually and in-person with the newly established Indigenous Women's Safety Council (IWSC) composed of 18 members of our PTMAs. These discussions aim to gather the perspectives, knowledge, and expertise of grassroots Indigenous women's organizations and ensure that they are at the centre of NWAC's efforts to end the MMIWG2S+ genocide.

NWAC invited the IWSC to share knowledge and views regarding the updated *Safe Passage* website to effectively track MMIWG2S+ cases, enable Indigenous women, girls, Two-Spirit, transgender, and gender-diverse (WG2STGD) people to report areas and experiences where they feel unsafe, and ensure that Indigenous WG2STGD people have access to appropriate community resources and supports. The IWSC provided feedback and guiding principles for next steps in the development of *Safe Passage*.



WHAT WE HEARD

What we heard from the Indigenous Women's Safety Council about improving *Safe Passage*:

- Eliminate barriers and increase access to community resources for Indigenous WG2STGD people.
- ISWC recommendation: include a "Sacred Auntie" resource, a dedicated liaison who could provide navigational support for available community resources.
- Vet community resources to ensure they are appropriate, safe, and accurately categorized.
- Center the needs of youth. Many participants shared that youth in their lives are experiencing unsafe situations and require access to community resources, but they find that appropriate services and supports for youth are not always available.
- ISWC recommendation: a mobile application would be a better way to reach youth.
- Ensure data sovereignty for the information gathered on *Safe Passage* through the MMIWG2S+ Case and Unsafe Experiences reporting tools and increase transparency around how data will be gathered, who will care for it, and how it will be protected.





MMIWG2S+ Scorecards

In June 2023, NWAC released its second annual rendition of the [Federal MMIWG2S Action Plan: Annual Scorecard](#) and [NWAC's MMIWG2S Action Plan: Annual Scorecard](#) to evaluate progress made towards the implementation of the Government of Canada's National Action Plan and [NWAC's Our Calls, Our Actions](#).

In the federal scorecard, we evaluated the action taken by the federal government by assessing budget commitments and their contribution to and creation of programs and initiatives. This scorecard serves as an accountability mechanism in the absence of an oversight body and provides a call for greater transparency from the federal government as well as an implementation plan. The results this year provided a stark picture of the government's progress in addressing the safety needs of Indigenous women, girls, Two-Spirit, transgender, and gender-diverse (WG2STGD) people in Canada.

“

It's time for the federal government to recognize and take accountability for the fact that their National Action Plan was fundamentally flawed from the outset. It isn't enough to express hopes and goals to end the violence without a measurable, costed plan to make these a reality.”

– Lynne Groulx, NWAC CEO

The scorecards play an important role in providing insight into the actions being taken by the federal government and NWAC to address the ongoing MMIWG2S+ genocide. Central to our findings in the scorecards was that the federal government had not made any progress on 46% of their commitments, compared to NWAC who made progress on 96% of all its listed actions. This finding demonstrates NWAC's commitment to bringing an end to the ongoing genocide faced by Indigenous WG2STGD people across Turtle Island and Inuit Nunangat.

Through the scorecard process, NWAC has reaffirmed its commitment to complete all 66 actions established in *Our Calls, Our Actions*.

Seven Categories of Action in *Our Calls, Our Actions*:

- Culture and Language
- Health and Wellness
- Human Security
- International
- Justice
- Public Awareness
- Implementing and Monitoring of NWAC's Action Plan





CALLS *for* JUSTICE

Despite the federal government's dismal performance taking action to end the genocide, NWAC has called on the federal government to publicly address their failure and, in consultation with Indigenous WG2STGD people, develop an actionable implementation plan to achieve the actions listed in their National Action Plan.

The federal scorecard was released with the results of a wide-ranging survey commissioned by NWAC and conducted by Nanos Research on the opinion of Canadians on the government's response to the MMIWG2S+ genocide.



DID YOU KNOW?

- A national survey commissioned by NWAC and conducted by Nanos Research in May 2023 reveals that an overwhelming 80-percent of Canadians polled want the Government of Canada to take action to provide justice for MMIWG2S+ people.



Anniversary of the Final Report of the National Inquiry into MMIWG2S+

On the third anniversary of the release of *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*, NWAC's MMIWG2S+ Unit curated and installed a commemorative exhibition honouring our lost and stolen relatives in the MMIWG2S+ genocide. The exhibition was mounted in the "Vault" exhibition space on the first floor of NWAC's new head office. It featured art pieces made by First Nations, Métis, and Inuit women, Two-Spirit, transgender, and gender-diverse people across Turtle Island and Inuit Nunangat.

We also conducted an in-person sharing circle on June 20, 2022, with fifteen MMIWG2S+ families and survivors at our Chelsea Resiliency Lodge. The sharing circle event was held to gain a better understanding of how families and survivors define safety and what safety indicators can be adopted to monitor their ongoing safety concerns. In this survivor-centered and trauma-informed space, family members and survivors felt supported and comfortable to share their knowledge, views, concerns, and perspectives on safety.

NWAC incorporated information from this and other sharing circles to prepare a report, including nine safety-related recommendations, for Crown Indigenous Relations and Northern Affairs Canada and Indigenous Services Canada.

MMIWG2S+ Policy Papers

Based on fifteen expert testimonies and literature reviews, NWAC developed five MMIWG2S+ policy papers and accompanying toolkits:

- *"Misconduct, Missing, and Murdered: The Experiences of Anti-Indigenous Racism in Reproductive Healthcare among Indigenous Women, Girls, Two-Spirit, Transgender, and Gender Diverse People, and the MMIWG2S+ Genocide"*
- *"Systemic Inequities and Interjurisdictional Issues in Human Trafficking and MMIWG2S+"*
- *"Art, Absence, and Awareness: How Indigenous Art and Knowledge Are Best Used to Investigate the MMIWG2S+ Genocide and Honour their Truths"*
- *"A Metastasizing Problem: Incarceration and Intergenerational Effects of the MMIWG2S+ Genocide"*
- *"Qualitative Indicators in an MMIWG2S+ Data Strategy"*



DID YOU KNOW?

- NWAC's MMIWG2S+ policy paper titled *"Misconduct, Missing, and Murdered: The Experiences of Anti-Indigenous Racism in Reproductive Healthcare among Indigenous Women, Girls, Two-Spirit, Transgender, and Gender Diverse People, and the MMIWG2S+ Genocide"* was presented by NWAC's Health Unit as part of a panel at the Ontario Health Leaders Summit.

Advocacy



In 2022-2023, the MMIWG2S+ team engaged in extensive advocacy, knowledge exchange, and relationship building both nationally and internationally.

RED DRESS DAY

- NWAC hosted its annual Red Dress Day event on May 5, 2023, with programming at NWAC's Social, Cultural, and Economic Innovation Centre that included workshops, roundtables, and an MMIWG2S+ educational and commemorative exhibition featuring artwork that honours those we have lost through the MMIWG2S+ genocide.

SISTERS IN SPIRIT

- NWAC's 19th annual Sisters in Spirit vigil took place on October 4, 2022, to honour the lives of Indigenous WG2STGD people who have been murdered or gone missing. This was the first in-person vigil since the start of the COVID-19 pandemic.

In addition to hosting the in-person vigil, the MMIWG2S+ team also coordinated the shipment of Sisters in Spirit kits to organizations across the country that were conducting their own vigils.

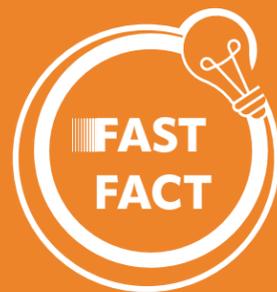
ADVOCATING FOR THE IMPLEMENTATION OF THE CALLS FOR JUSTICE

- NWAC engaged with the federal government about the establishment of an oversight body to ensure the implementation of the MMIWG2S+ Calls for Justice. This included providing recommendations to create a national, independent, permanent, and fully funded Indigenous-led ombudsperson's office to monitor and ensure the urgent implementation of all 231 Calls for Justice, in accordance with Canada's obligations under national and international law.



ADDRESSING GENDER-BASED VIOLENCE IN CANADA AND ACROSS THE AMERICAS

- We shared best practices to support the safety of Indigenous WG2STGD people and violence prevention with many organizations like the RCMP relating to the use of bodycams, Humane Canada on the topic of domestic violence, and Women and Gender Equality Canada (WAGE) on gender-based violence.
- NWAC participated in the Trilateral Working Group. This discussion group brings together Indigenous women leaders from Canada, The United States of America, and Mexico to gather their expertise and recommendations in identifying priority areas for deliberation as well as opportunities for collaboration and exchanging information about policies, programs, and promising practices to prevent and respond to gender-based violence against Indigenous WG2STGD people.
- NWAC released [*Genocide in Canada*](#) (available through our website), an illustrated plain language guide aimed at explaining the ongoing genocide in Canada against Indigenous Peoples.



- Progress has been made on **96%** of the actions established in NWAC's plan to address the MMIWG2S+ genocide
- **5 new toolkits aimed at violence prevention are available through Safe Passage**
- **18 members from the PTMAs make up the newly formed Indigenous Women's Safety Council (IWSC)**





SECTION THREE
RESILIENCY LODGES





“WHEN WE’RE TALKING ABOUT COLONIZATION AND ALL THOSE THINGS THAT COME ALONG WITH THAT, CONNECTING BACK TO THE LAND REALLY HELPS YOU IDENTIFY WHO YOU ARE. IT HELPS YOU IDENTIFY, THROUGH CEREMONY, THE PURPOSE YOU HAVE IN LIFE. AND IT ALSO HELPS YOU CONNECT BACK SO THAT YOU KNOW YOU’RE GUIDED BY YOUR ANCESTORS.”

– Elder Ramona Nichols

RESILIENCY LODGES

NWAC IS LEADING THE WAY TOWARD RECONCILIATION BY CREATING SPACES FOR TRADITIONAL HEALING OF INDIGENOUS PEOPLES AND THE PLANET.

In 2022, NWAC used the successful model of NWAC’s first resiliency lodge opened in 2020 in Chelsea, Québec, to develop a second resiliency lodge in New Brunswick that will become fully operational in 2023.

Resting on 16 acres of farmland in Wabanaki Territory, N.B., the Wabanaki Resiliency Lodge will provide land-based, Elder-led traditional healing services and programming. The lodge will offer healing ceremonies, sweat lodge ceremonies, medicinal baths, talking circles, art expressions, as well as Indigenous-led agricultural programming that serves as a global, prototype for how to heal Mother Earth and Indigenous Peoples.

Featuring land-based agricultural workshops, medicinal plant teachings, regenerative healing through traditional food methods, and a companion apprenticeship program, the lodge’s agricultural programming is grounded in Traditional Knowledge and led by Indigenous W2STGD peoples.

The Wabanaki Resiliency Lodge’s agricultural initiative focuses on permaculture, food security, preservation of traditional medicines,

and Indigenous knowledge transference through community workshops and an apprenticeship program that promotes climate health and food sovereignty for Indigenous WG2STGD peoples.

Modelling best practices for environmental sustainability through teaching, ceremony, and practice, the Wabanaki Resiliency Lodge will operate a 700-square-foot greenhouse, a 3,000-square-foot barn with space for plant drying and traditional food preparation, a seed saving program, beehives, a medicine lodge, and community gathering space.

Apprentices in the agricultural program will become leaders in their communities, contributing to the health of the next seven generations through Traditional Knowledge and stewardship practices.

RESILIENCY LODGES CONT.

Guests at the lodge—up to 15 Indigenous W2STGD people at a time, for healing days for a weekend or up to a month each stay—will be taken on a healing journey grounded in hands-on, land-based, spiritually driven healing through our carefully tailored programming and services.

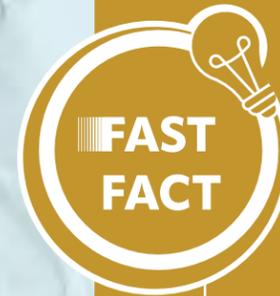
The Wabanaki Resiliency Lodge is a direct response to a lack of Elder-led, culturally appropriate healing in Canada for Indigenous WG2STGD peoples who have experienced violence and trauma. Recommendations for creating such a space were brought forward by the *United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)* through Article 21, 23, 24, and 29, the World Health Organization, Call to Action 21 by the Truth and Reconciliation Commission of Canada, and Calls for Justice 2.5, 3.2, 7.1 to 7.7, 18.18, and 18.19 in the *Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*.

“

It is not just a centre created to heal from trauma, but one that will include prevention through empowering wellness and resiliency.”

– Lynne Groulx, NWAC CEO





In 2022-2023, NWAC's two resiliency lodges had the following reach:

- 2,500 Indigenous WG2STGD people registered in online workshops delivered through the resiliency lodges
- 350 in-person guests, including 60 individuals for day-long or overnight retreats, hosted at the Chelsea Resiliency Lodge
- 370 Indigenous WG2STGD people attended 20 in-person events at the Wabanaki Resiliency Lodge



RESILIENCY Lodge

Images (left): Chelsea, Québec



SECTION FOUR
ENVIRONMENT





“OUR HEALING AND THE HEALING OF THE LAND ARE INDISTINGUISHABLE, AND BOTH ARE SPIRITUALLY DRIVEN.”

– Elder Alma Brooks

ENVIRONMENT

There can be no pathway to reconciliation that does not focus on the healing of Indigenous WG2STGD people, their families, and communities. As Elder Alma Brooks reminds us, this healing is deeply connected to healing the earth. NWAC’s Environment Unit, which increased its capacity in 2022-2023 with the hiring of six new staff members, does essential work ensuring that the perspectives and priorities of Indigenous WG2STGD people from across Turtle Island and Inuit Nunangat are shaping environmental awareness, advocacy, and policy.

Fish and Fish Habitat Protection (FFHP) Program

NWAC’s Environment Unit developed a new page on the Fish and Fish Habitat Protection (FFHP) portal that highlights all the activities and deliverables under Wave Two of the FFHP program, including the [What we Heard Summary Reports](#), related to the DFO’s Fish Habitat Restoration Priorities Framework. [The Indigenous Climate Resilience \(ICR\) website](#) also became publicly available in April.



DID YOU KNOW?

- An overwhelming majority (95%) of respondents to NWAC’s Fish Habitat Restoration Priorities Survey (conducted in September 2022) think it is important to ensure that projects or programs to restore fish habitat do not violate Indigenous treaty rights, which include the right to traditional and customary governance of traditional lands, the right to protect waters and resources including fisheries, and the right to institute laws related to fishing.



FFHP PROGRAM (CONT.)

The FFHP program has received extended funding from the Department of Fisheries and Oceans Canada (DFO). In the summer of 2023, NWAC will begin the engagement process to implement the new phase of the FFHP Program in line with WAVE 3 engagement for issue areas identified by DFO under the Fish and Fish Habitat Protection provision of the Fisheries Act of Canada and Species at Risk Act. The engagement will focus on three areas:

1. Offsetting and Habitat Banking Policy
2. Codes of Practice – Interim and New
3. Framework for Aquatic Species at Risk Conservation

Three roundtable sessions are planned for August and September 2023 as well as ten semi-structured interviews and one online survey.



Conserving Nature- Biodiversity

This project enables NWAC's participation, development, and implementation of policies and programs related to conservation, wildlife, and biodiversity. It also supports Environment and Climate Change Canada's (ECCC) Department Results Framework to enable Indigenous people to engage in conservation.

To this end, NWAC's Environment Unit was involved in two opportunities in 2022-2023. As part of the Canadian delegation at COP 15, the Environment Unit hosted a side event titled "Beyond Biodiversity Targets: Insights from Indigenous Biodiversity Research and Practice." The event was hosted in partnership with the

Center for Indigenous Environment Research (CIER). ECCC and NWAC's Environment Unit also collaborated to host a technical presentation and roundtable discussion on the Convention on Global Biodiversity. Reports related to both engagements were submitted in April.

NWAC has received an extension of funding for this project until 2026. In the year ahead, the Environment Unit will engage Indigenous WG2STGD people in a technical roundtable on the Kunming-Montreal Global Biodiversity Framework, and NWAC also plans to host a side event at COP 16 in Türkiye.



WATER CARRIERS

Water Carriers: Building Capacity (Phase 2)

This project resulted in the release of several documents related to water issues and governance: The *Water Carriers Summary Report* established connections between information provided by Indigenous WG2STGD people to current concerns in water governance across different regions in Canada; the *Water Carriers Special Edition Newsletter* provides information on the current and future water issues faced by Indigenous WG2STGD people in communities across Canada; and the *Water Carriers Info-sheet* is a one-stop place for information about the themes and findings of 13 sharing circles conducted under phase 2 of the Water Carriers project.

The next stage of this project will build on the findings gathered from the sharing circles and interviews conducted in 2022-2023. Activities in this project planned for 2023-2024 involve a survey that will collect information and experiences of Indigenous WG2STGD people on perceived risks regarding water in Indigenous communities; identify the importance of a value-based approach to Indigenous water-policymaking; evaluate current policies and strategies employed to engage Indigenous communities (WG2STGD people exclusively as well); and investigate the framework to an Indigenous-led water governance strategy.



Inclusive Resilience Project

This project conducted in collaboration with the Canadian Red Cross involved an online qualitative survey and interviews intended to identify barriers to disaster preparedness and response experienced by Indigenous WG2STGD people in selected communities. This project has now entered its final year. In the months ahead, NWAC will hold a virtual Elder and Knowledge Holder-led engagement session involving three communities to identify barriers to information access regarding disasters and disaster preparedness and to make recommendations to address these barriers. The engagement will draw on previous engagements, namely, interviews and a survey conducted in three indigenous communities across Canada: Moose Cree First Nation (ON), Lake Babine First Nation (BC), Bay St. George area (NFLD).



Engaging Indigenous Peoples in Climate Change Policy (EIPCCP)

Six digital newsletters were published in French and English in connection to the Engaging Indigenous Peoples in Climate Change Policy project:

1. [The Pan-Canadian Framework on Clean Growth and Climate Change](#) (September 2022)
2. [The Water is Speaking to Us](#) (October 2022)
3. [COP27: The 2022 United Nations Climate Change Conference](#) (November 2022)
4. [COP27: the 27th United Nations Climate Convention](#) (December 2022)
5. [NWAC Takes on COP15, UN Biodiversity Conference](#) (January 2023)
6. [Special Edition: Water Carriers](#) (February 2023)

Other significant outputs from this project include 11 social media posts about climate change and Indigenous communities across Turtle Island; a national survey aimed at understanding the impacts of climate change on Indigenous communities; a 14-page year-end report on the EIPCCP project's objectives, activities, methodologies, summary of findings, and challenges faced; and a 28-page *Climate Change Toolkit* that highlights the impacts of climate change on Indigenous WG2STGD people.

Specific areas of focus in the toolkit include gender and climate change, biodiversity loss, Three Sisters Garden (Biodiversity in our Own Backyards), *Manoomin* (Sustainability of our Ancestors), children's activities, case studies of Indigenous innovation and responses to climate change, and an educational glossary.



The Canadian Navigable Waters Act

NWAC published a high-level position paper resulting from consultation during a national workshop. This paper identified accessible strategies for effectively engaging Indigenous W2STGD people to ensure that their perspectives are taken up in decision-making processes for water governance. Key findings in the paper include adopting a whole of government participatory approach in navigable water planning processes; involving Indigenous W2STGD people in the co-management of navigable waters as navigable waters have multiple uses; and centralizing Indigenous Knowledge in the shared decision-making process for the development and execution of plans for navigable waters.



“Living in harmony with the earth and our environment has meaning and purpose, not only for us – but to the whole; the earth, Her people, and all that there is.”

– Elder Alma Brooks

International Environmental Advocacy

During 2022 and continuing into 2023, NWAC has been significantly involved in several key international environmental agreements.

UNITED NATIONS CLIMATE CHANGE CONFERENCE (COP 27)

The Environment Unit supported NWAC’s involvement at COP 27 held November 6-18, 2022, at Sharm El-Sheik in Egypt. NWAC also participated in a pre-COP 27 event as part of the 8th meeting of the facilitative working group (FWG8) hosted by the Local Communities and Indigenous Peoples Platform (LCIPP).

NWAC’s participation at COP 15 ensured that the perspectives of Indigenous WG2STGD people were taken up in Canada’s COP 27 negotiations. NWAC was represented at COP 15 by Lisa Smith, at that time the Senior Director of International Relations, and Madeleine Redfern, NWAC board member.

One of the key highlights of NWAC’s involvement at COP 27 was the opportunity for its two representatives to meet with Catherine Stewart, Canada’s Ambassador for Climate Change. NWAC’s representatives highlighted the need for the federal government of Canada to ensure that policies, legislation, and regulations align with the *UNDRIP* and were able to draw attention to NWAC’s MMIWG2S+ Action Plan in connection to the environment and our resiliency lodges.



UNITED NATIONS BIODIVERSITY CONFERENCE (COP 15)

NWAC sent a team to COP 15 as part of the Canadian Pavilion. NWAC's participation at COP 15, which took place in Montréal from December 7-19, 2022, was facilitated by Environment and Climate Change Canada. At COP 15, NWAC hosted a side event titled "Beyond Biodiversity Targets: Insights from Indigenous Biodiversity Research and Practice" to highlight some of the work in Indigenous biodiversity protection happening across Canada.

The NWAC team to COP 15 was led by Lisa Smith, Advisor to the President. The team also included Madeleine Redfern, NWAC board member, and Hannah Patrie, NWAC's Environment Unit, Mentorship Program. NWAC's team was supported at COP 15 by the Center for Indigenous Environmental Research (CIER). The collaboration between NWAC and CIER highlighted Indigenous biodiversity research and practice including biodiversity through collaborative leadership.

INTERGOVERNMENTAL PANEL ON CLIMATE CHANGE: FIFTY-EIGHTH SESSION OF THE IPCC (IPCC-58)

The Environment Unit supported the Office of the President at NWAC to send a representative to be a part of the Canadian Delegation at IPCC 58, which took place in Interlaken, Switzerland, from March 13-17, 2023. NWAC’s delegate at IPCC 58 was Jasmine Redfern.

The Canadian delegation focused on several principled actions related to the following key area:

- Ensuring consistency between Summary for Policy Makers (SPM), Synthesis Report (SYR), and the underlying prescriptions and recommendations of the Sixth Assessment Report (AR6).
- The uptake of comments submitted by Canada in the final draft of the SPM in AR6.
- Participation and consensus-building based on flexible and collaborative solutions.
- Appropriate references to Indigenous Peoples and Indigenous Knowledge in IPCC reports.
- The IPCC’s advocacy for respect and inclusion of Indigenous Science in future IPCC processes.
- Supporting clear, transparent, and fair processes and procedures geared towards enhancing scientific dialogue and consensus building within leadership structures and decision-making processes of the IPCC.
- Demonstration of respect for the contributions of volunteers and staff at all levels of the IPCC.

A report on IPCC 58 has been submitted to the Environment Unit and the Office of NWAC’s President.

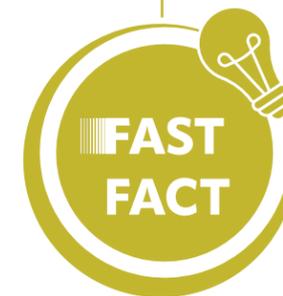
FACILITATIVE WORKING GROUP OF THE LOCAL COMMUNITIES AND INDIGENOUS PEOPLES PLATFORM (LCIPP)

Environment and Climate Change Canada (ECCC) invited NWAC to send a representative (supported by ECCC) to the 9th meeting of the Facilitative Working Group of the Local Communities and Indigenous Peoples Platform (May 31 – June 3, 2023) and the 58th session of the Subsidiary Bodies to the UNFCCC (June 5 – 15, 2023). Both were held in Bonn, Germany.

The Local Communities and Indigenous Peoples Platform (LCIPP) represents an inclusive and open space and brings people and their knowledge systems together to build a climate-resilient world for all.

UPCOMING INTERNATIONAL ADVOCACY OPPORTUNITIES: PREPARATIONS FOR COP 16

NWAC participated in a meeting held with the Director of National Biodiversity Policy at the Canadian Wildlife Service, Environment and Climate Change Canada (ECCC), regarding NWAC's involvement in updating the national biodiversity strategy for Canada ahead of COP16 in 2024. Going forward, NWAC and ECCC will convene a roundtable to engage Indigenous WG2STGD people in discussions about aligning the revised goals and targets outlined in the Kunming-Montreal Global Biodiversity Framework (adopted during COP 15) with Canada's National Biodiversity Policy.

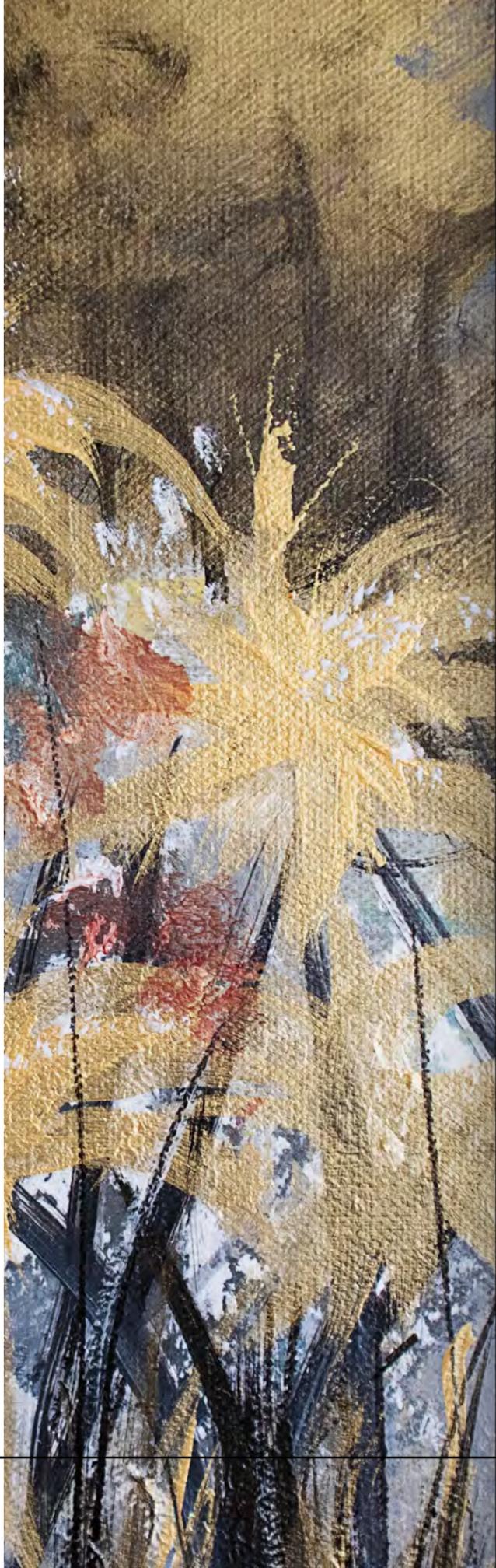


- 6 new staff members joined NWAC's Environment Unit
- 13 sharing circles conducted under phase 2 of the Water Carriers project
- 6 digital newsletters published to engage Indigenous Peoples in climate change policy
- 5 major international environmental engagements
- 28-page *Climate Change Toolkit* published



SECTION FIVE
HEALTH





THE “RED” IN THE RED PATH PROGRAM NAME STANDS FOR RE-FORGING CONNECTIONS, EMPOWERING INDIGENOUS WOMEN TO HEAL, AND DRIVING CHANGE FOR A HEALTHY FUTURE.

HEALTH

Walking the RED Path (Phase 2)

The “RED” in the RED Path program name stands for **Re**-forging Connections, **E**mpowering Indigenous **W**omen to Heal, and **D**riving Change for a Healthy Future

of federal correctional institutions to better support Indigenous W2STGD people currently incarcerated in federal institutions and Section 81 Healing Houses/Lodges.

This project involves supporting Indigenous women, Two-Spirit, transgender, and gender-diverse (W2STGD) individuals currently incarcerated to gain knowledge of sexually transmitted and blood-borne infections (STBBIs), HIV and Hepatitis C (HCV), healthy relationships and sexuality, and resources and supports available for access via a phase one workshop, and the development of a phase two workshop. Work will continue on this project for another four years.

In 2022-2023, the RED Path team visited seven federally funded correctional institutions – Fraser Valley Institution for Women (BC), Edmonton Institution for Women (AB), Grand Valley Institution for Women (ON), Joliette Institution for Women (QC), Nova Institution for Women (NS), Okimaw Ohci Healing Lodge (SK), and Buffalo Sage Wellness House (AB) – to conduct workshops and sharing circles with residents and consultations with staff.

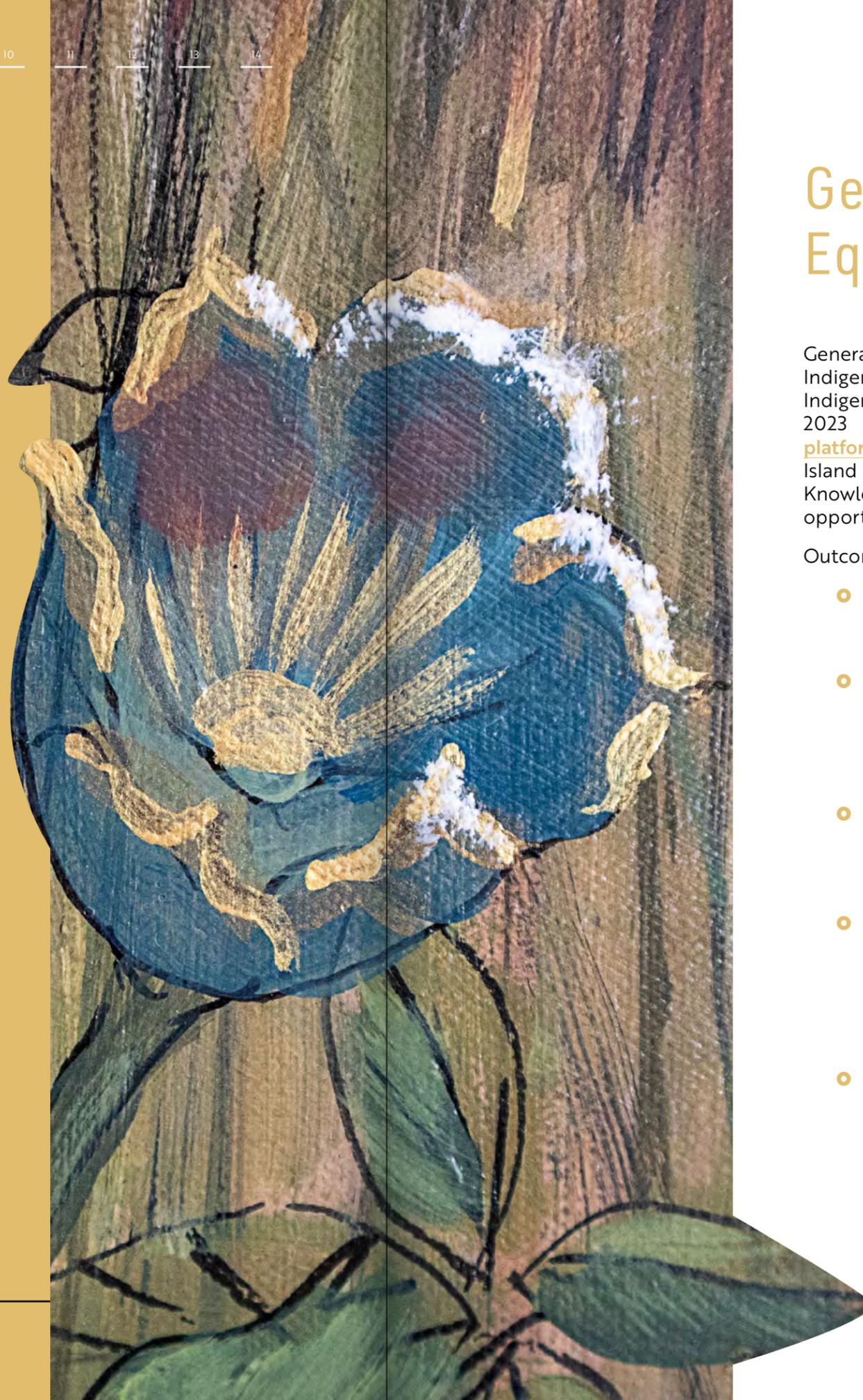
The second phase of RED Path will develop additional trauma-informed, evidence-based, culturally relevant training for the employees

These engagements were successful in reaching a total of 351 participants in their first year.

Kewabadjmin: Seeing Ourselves (Human Trafficking and Sexual Exploitation)

The Health Unit held three Advisory Circle meetings with experts and people with lived experience related to human trafficking and sexual exploitation. With insight from these consultations, the team then created and carried out an art-based healing program over four separate sessions with survivors and victims of human trafficking and sexual exploitation, guided by an expert and in consultation with an NWAC Elder.

Work has begun to evaluate this healing program and plan for next year's healing sessions.



Generation 4 Equality (G4E)

Generation 4 Equality (G4E) is a project by Indigenous youth (including the project team) for Indigenous youth. G4E project activities in 2022-2023 included overhauling the existing [online platform](#) that links Indigenous youth across Turtle Island and Inuit Nunangat with access to Traditional Knowledge, educational resources, and leadership opportunities.

Outcomes from G4E work this year:

- Three fact sheets on gender equality for Indigenous youth with advocacy tips and tricks and [allyship information](#).
- Development and facilitation of three webinars on Intergenerational Connections, 2SLGBTQQIA+ and Indigiqueer Identity and Youth Advocacy, attended by over 90 community members.
- A Generation 4 Equality Summit hosted at the NWAC's Social, Cultural, and Economic Innovation Centre and Chelsea Resiliency Lodge.
- The summit brought together six diverse First Nations, Métis, and Inuit youth who are all leading important conversations and making waves in their home communities (and beyond) around topics of gender equality and advocacy.
- Social media campaigns to highlight webinars, factsheets, and the in-person Generation 4 Equality Summit.



Generation
4 Equality





Cannabis Projects

NWAC's Health Unit worked on two cannabis projects in 2022-2023. They completed final reporting for Health Canada's Substance Use and Addictions Program (SUAP) cannabis education project and updated their educational website with additional resources.

Additional funding was also secured from SUAP to continue the next steps from the original cannabis and mental health project to explore cannabis and harm reduction, work that will continue for another two years. An environmental scan, including existing cannabis harm reduction resources, will be carried out for this cannabis and harm reduction project.



STBBIs

In 2022-2023, NWAC's Health Unit worked to contribute to a reduction in the disproportionate rates of STBBIs in Indigenous W2STGD people and advocate for the need for STBBI prevention, testing, treatment, and care to be culturally relevant and trauma-informed through engagement opportunities, a national survey, and the updating of NWAC's Culturally Safe and Trauma Informed Knowledge Hub. This project's work continues for another year through new sexual and reproductive health funding.

The national survey, developed and conducted by NWAC this year, identified gaps and barriers and provided guidance on the development of educational resources aimed at the prevention, testing, and treatment of STBBIs in Indigenous Peoples and their communities for NWAC's Culturally

Safe and Trauma-Informed Knowledge Hub. It gathered the diverse perspectives of over 40 Indigenous W2STGD people with lived experience.

We also ran three successful engagement sessions around strengthening NWAC's STBBI Culturally Safe and Trauma Informed Knowledge Hub. These sessions were attended by over 40 individuals from coast to coast to coast, who provided valuable knowledge through their lived experience.

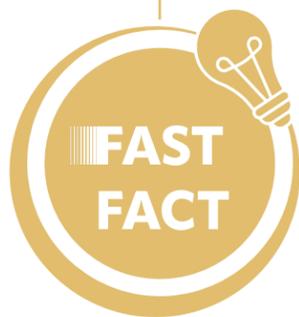
Knowledge gained through these initiatives continues to be integrated into the **Knowledge Hub**, as health team staff work to ensure its relevancy, practicality, and efficiency in reducing rates of STBBIs in Indigenous Peoples and improving their sexual and reproductive health.



Anti-Indigenous Racism and Oral Health

This year, the Health Unit developed an exploratory narrative and recommendations for improvements in oral healthcare provisions through four virtual sharing circles and four in-person sharing circles covering all four directions along with a survey of over 40 oral healthcare professionals across Canada.

The findings of the sharing circles and survey have informed a paper titled "Making Mouths Matter: An Investigation into Anti-Indigenous Racism and its Impacts in the Oral Healthcare of Indigenous Women, Two-Spirit, Transgender, and Gender-Diverse Peoples in Canada" that is currently being reviewed by engagement participants.



- 351 participants attended RED Path workshops and sharing circles in the first year of delivery
- 4 art-based healing sessions held with survivors and victims of human trafficking and sexual exploitation
- 3 fact sheets developed on gender equality for Indigenous youth with advocacy tips and tricks and allyship information
- 90 community members attended 3 webinars on intergenerational connections, 2SLGBTQQIA+ and Indigiqueer identity, and youth advocacy
- 8 sharing circles provided information to address anti-Indigenous racism in oral healthcare



OTHER HEALTH ACTIVITIES 2022-2023

NWAC's Health Unit is a member of several external committees and initiatives:

- Federal Advisory Committee on Indigenous Women's Wellbeing (IWAC)
- National Indigenous-led network for Aura Freedoms Gender-based Violence (GBV) in the Media
- Canadian Brain Research Study: Indigenous Initiatives Group
- Canada Women's Health Research Cluster (Advisory)
- High-Risk Drinking and Alcohol Use Disorder in Pregnancy Committee (BCCSU)

NWAC's Health Unit collaborated on the following in 2022-2023:

- Aging in Place Attitudes Amongst Indigenous Women, Two-Spirit, Transgender, and Gender-Diverse People (University of British Columbia).
- Diversity in Genomic Research: Understanding Barriers and Facilitators to Participants of Racialized and Ethnic Groups (University of Laval).
- Indigenous Women's Cultural Displacements Effects on Social Determinants of Health (Cape Breton University).
- Health Barriers for Incarcerated Women (University of California – Berkeley).
- Peer reviewer on studies related to maternal-child health, Indigenous health, and end-of-life/MAiD care.

OTHER HEALTH ACTIVITIES 2022-2023

NWAC's Health Unit shared expertise in these forums in 2022-2023:

- Testimony in the Legislative Assembly of British Columbia Select Standing Committee on Health regarding the Ongoing and Illicit Drug Toxicity Crisis in British Columbia [inclusion in final report recommendations].
- Testimony in the House of Commons Standing Committee on Indigenous and Northern Affairs (INAN) regarding Non-Insured Health Benefits (NIHB) [inclusion in final report and recommendations].
- Written support to Senator Stan Kutcher regarding Bill S-251: An Act to repeal section 43 of the Criminal Code (Truth and Reconciliation Commission of Canada's Call to Action 6).
- First Draft of the WHO CA+: Intergovernmental negotiating body to draft and negotiate a WHO convention, agreement, or other international instrument on pandemic prevention, preparedness, and response for the World Health Organization.
- Presentation at the National Summit on Indigenous Mental Wellness regarding cannabis and mental health.
- Presentation at Building New Worlds: Centre for Innovation in Campus Mental Health's annual conference.
- Participation in a Health Canada Study and paper titled "Disparities in healthcare access, use, and unmet needs among Indigenous females of reproductive age in Canada, 2015–2020: A descriptive analysis of population-based, repeated cross-sectional data" that will be published in the *Canadian Medical Association Journal (CMAJ)*.
- Publication of "*Establishing Research Priorities: An Exploration of First Nations, Inuit, and Metis Women, Two-Spirit, Transgender, and Gender-Diverse Peoples' Needs in Cannabis and Mental Health*" in the *International Journal of Indigenous Health*.

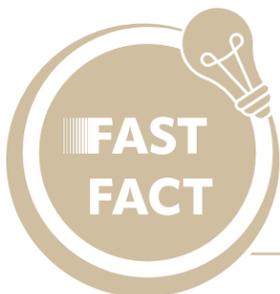




SECTION SIX

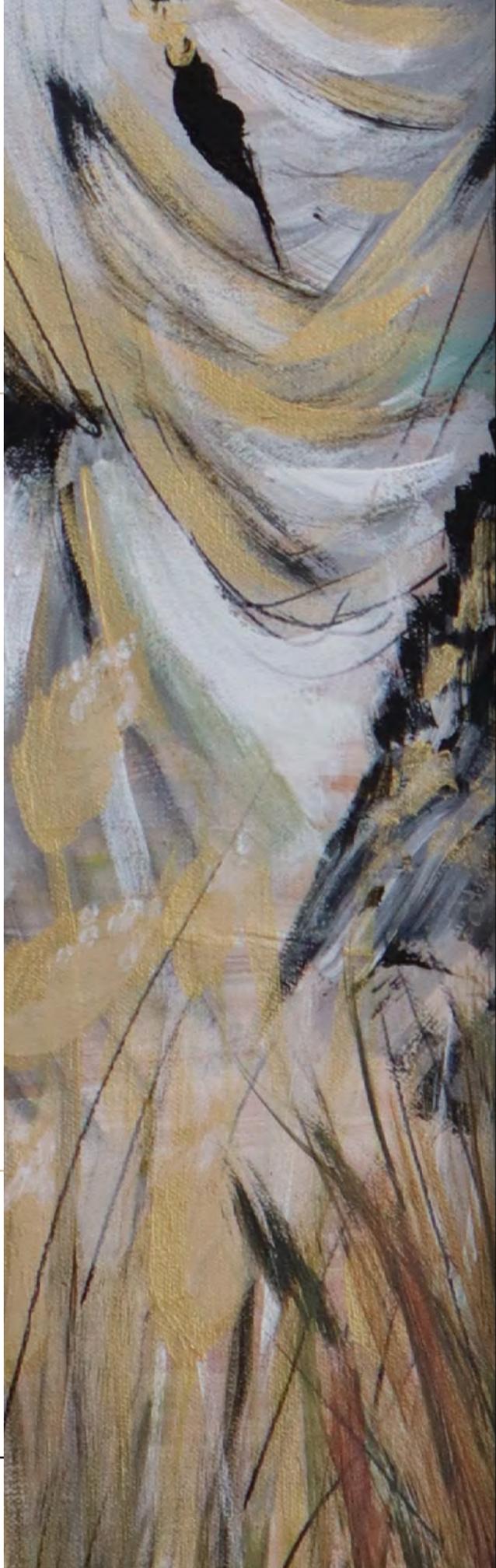
SOCIAL DEVELOPMENT





**FAST
FACT**

- 1 new model developed for a sustainable, affordable, culturally relevant housing design for Indigenous WG2STGD people
- Several videos now available online to promote Indigenous language revitalization and share knowledge about the experiences of Indigenous WG2STGD people living with disabilities
- 4 sharing circles conducted with Indigenous WG2STGD people living with autism and caregivers
- 1 booklet published for Indigenous youth to learn about the intersections between Indigenous languages, cultures, and 2SLGBTQQIA+ identities
- 400+ documents available in Michif, Algonquin, Inuktitut, English, and French in NWAC's new online library where Indigenous WG2STGD people can access knowledge about Indigenous cultures and languages



SOCIAL DEVELOPMENT

Intersections, Languages, and Youth: Elevating Voices and Integrating Culture and Language

This year NWAC published *Intersections: Indigenous and 2SLGBTQQIA+ Identities*, a booklet that features the wisdom and personal journeys of Two-Spirit Knowledge Keepers and Elders. NWAC's Social Development team produced this resource with support from the Department of Canadian Heritage and hopes its messages enhances knowledge and understanding of Indigenous languages and culture and its intersections with 2SLGBTQQIA+ identities.

Available in both digital and print forms, with an associated video, *Intersections* is an educational resource targeted to Indigenous 2SLGBTQQIA+ youth. It was developed with critical input from Two-Spirit individuals who took part in engagement sessions and agreed to be interviewed.

The goal of this project was twofold:

1. Elevate the voices of Indigenous 2SLGBTQQIA+ people by sharing their experiences
2. Contribute to the healing process by reconnecting youth to their language and culture



About Languages Now

To promote Indigenous languages, NWAC staff spent the winter months of 2022-2023 completing language engagements with Indigenous women, girls, Two-Spirit, transgender, and gender-diverse (WG2STGD) people and recorded videos that honour and promote Indigenous languages. We know that learning one's language helps a person heal and reconnect to their culture and promotes a sense of belonging.

The release of three short but impactful videos that are part of NWAC's About Languages Now project enhances the language and heritage video collection from across Turtle Island and Inuit Nunangat. The three new videos promote the Mittsaanut, La Laang, and Noongom languages. These videos will hopefully inspire and motivate the younger generations in their language learning journeys.

Our continuing work on the About Languages Now project is a direct response to the language revitalization directives contained in the Truth and Reconciliation Commission's recommendations. NWAC is also connecting with grassroots organizations and reserve communities

to hold holistic circles and around-the-fire gatherings. These types of organic gatherings have proven to be effective and impactful in teaching Indigenous languages. NWAC strives to promote resiliency by creating space for Indigenous WG2STGD people to connect with Elders and Knowledge Keepers who are Indigenous language speakers to share knowledge about Indigenous language and culture.

NWAC's About Language Now program also explores how language and culture can be revitalized through technology. We have conducted 24 online live workshops to connect Elders/Language Holders to Indigenous WG2STGD people, using Indigenous languages to teach about Indigenous arts such as drum making. NWAC will increase its capacity to offer culture and language programs and services at its Social, Cultural, and Economic Innovation Centre and online. Specifically, we plan to expand our language programming by delivering national language workshops and web-based learning supports, such as video calls and online language learning sessions.

Youth Council

In 2023, NWAC's National Youth Council, comprised of youth members drawn from the PTMAs, now has a budget to support its work and is currently developing a three-year strategic plan.

This spring, the Youth Council developed their Terms of Reference. They also planned activities and knowledge dissemination opportunities to further NWAC's mandate of advocating on MMIWG2S+ issues, promoting health and healing topics, and connecting youth to Elders and Knowledge Keepers/Holders in relation to Indigenous culture.

The Youth Council held an in-person Strategic Planning meeting in May at NWAC's national headquarters and helped in the planning of activities for the National Day for Awareness of Missing and Murdered Indigenous Women and Girls and Two-Spirit People, also known as Red Dress Day.

Disability Inclusion Action Plan

With funding from Employment and Social Development Canada (ESDC), NWAC completed the Disability Inclusion Action Plan project. This project focused on gaining an increased understanding of the many issues and systemic barriers faced by Indigenous WG2STGD people with disabilities.

NWAC conducted extensive research and organized a series of sharing circles where participants shared their lived experiences and commented on the challenges and barriers they face. Research shows that Indigenous people are more likely to have disabilities due to social and political factors, as well as "retraumatization" through the systemic impacts of colonialism. Additionally, Indigenous WG2STGD people are more susceptible to health-related disabilities than both non-Indigenous women and Indigenous men.

The key findings from the sharing circles revealed long waitlists for physical and mental health treatments due to limited available services, inadequate housing, and systemic discrimination in healthcare and at the workplace. Participants also noted that funding should be provided to Indigenous women's grassroots organizations given the general distrust towards agencies with colonial ideologies.

NWAC's findings and recommendations were included in the final report for ESDC calling for a more holistic approach to wellness, and to recognize that Indigenous WG2STGD people have a right to access free, timely, and quality health services, education, housing, employment, and safety, and these approaches should be rooted in Indigenous traditional and cultural values.



National Autism Strategy Project

The Public Health Agency of Canada is leading the development of a National Autism Strategy (NAS). Employment and Social Development Canada (ESDC) provided funding to NWAC to help inform the NAS with the perspectives of Indigenous WG2STGD people who are either living with autism or are caregivers of people with autism.

NWAC conducted research and organized a series of four sharing circles where participants discussed their experiences, needs and perspectives. The discussions revealed a lack of culturally appropriate resources and supports for Indigenous individuals with autism. Existing services often fail to consider the unique cultural perspectives and practices within Indigenous communities. Participants in the sharing circles also highlighted the issue of misdiagnoses rooted in racial bias and misogyny. They emphasized the importance of early intervention, diagnosis, and

support. Given the systemic racism in healthcare and educational institutions, they also advocated for training and educating healthcare professionals, educators, and community members about autism and its unique aspects within an Indigenous context.

The final report that was submitted to ESDC sheds light on the systemic challenges faced by Indigenous WG2STGD individuals and their families in accessing autism diagnosis, supports, and services. The experiences emphasized the need for culturally sensitive, accessible, and inclusive support systems that address the unique needs of Indigenous individuals with autism. NWAC also presented the findings and participated in a panel discussion at the Canadian Autism Leadership Summit held in April 2023.

Amplifying Perspectives of Indigenous WG2STGD People Living with Disabilities

Funded by ESDC, this two-year project aims to improve the understanding and knowledge of Canadians on accessibility and inclusion as well as reduce stigma and attitudinal barriers towards Indigenous WG2STGD people living with disabilities.

During National AccessAbility Week (May 28 – June 3, 2023), NWAC published a special issue of Kci-Niwesq dedicated to the topic of disability. This special edition of the magazine highlighted the experiences of those who live with disabilities or are caregivers of children with disabilities. It also featured interviews with academic experts, activists, and caregivers within Indigenous communities. The magazine played a significant role in disseminating information and fostering understanding among Canadians about the unique challenges faced by Indigenous

WG2STGD people living with disabilities within a colonial system.

Additionally, NWAC produced a series of impactful videos featuring interviews with knowledge keepers, advocates, Indigenous WG2STGD people living with disabilities, and caregivers. These videos showcased personal stories, challenges, and successes. The videos were launched during National AccessAbility Week as part of NWAC's week-long social media campaign. The videos reached a wide audience, generating positive engagement and feedback.

NWAC looks forward to producing another special edition of Kci-Niwesq for National AccessAbility Week in 2024.

Potential Role of Indigenous Navigators in Supporting First Nations Persons with Disabilities and Advancing Accessibility in First Nations Communities On-Reserve

This project was funded by ESDC’s Accessible Canada Directorate with the objective of conducting research and analysis concerning the need for a new navigator function to support advancing accessibility for First Nations people on-reserve. This involved preparing an environmental scan and a literature review to identify existing navigator-type roles in both government and private sector organizations. A series of four national roundtables were also held to gather insights from Indigenous persons living with disabilities, their helpers, and existing service navigators to determine essential elements of a new Indigenous Accessibility Navigator service. A key recommendation was to involve community members in co-developing and expanding the use of such navigators.

Urban, Rural, and Northern Indigenous Housing Strategy Engagement

Funded by the Canada Mortgage and Housing Corporation (CMHC), NWAC completed a literature review, commissioned [a survey](#), and conducted sharing circles to help inform the CMHC’s Urban, Rural, and Northern Indigenous (URNI) Housing Strategy. To increase opportunities for grassroots sharing and feedback, we added a new feature to the sharing circles, sharing a link to a short online Google form survey, which gave participants a chance to reflect on, and share more thoughts about the sharing circle questions right after the session.

NWAC’S [final report](#) included recommendations on the vision, scope, focus, approaches, investment priorities, and special considerations for distinct subgroups

and regions. The principles that should guide this housing strategy are affordability, safety, family, Indigenous cultures with a distinctions-based approach, accessibility, and connections to home. The report also suggested how to co-develop and co-implement the strategy. CMHC has shared NWAC’s report widely across government as they move forward with their URNI Housing Strategy.

NWAC’s report included recommendations, such as building trust with Indigenous people, decolonizing housing terminology, recognizing holistic needs, and fostering Indigenous-led policymaking to provide more funding for housing and housing supports.



A Sustainable, Affordable, Culturally Relevant Housing Model for Indigenous WG2STGD People

Funded by the Canada Mortgage and Housing Corporation (CMHC), the objective of this project was to develop a preliminary design for a sustainable, affordable, accessible, culturally appropriate housing model for Indigenous WG2STGD people. First, NWAC completed a literature review and a survey of 100 Indigenous WG2STGD people to determine housing needs and design features that are most important. Based on the survey responses and the literature review, NWAC then prepared a report to help inform a designer and architect in their task to develop a design model. [The report](#) is available on NWAC’s website and includes numerous suggestions for making the model sustainable, affordable, accessible, and culturally appropriate. NWAC is hopeful that we will receive further funding from CMHC to advance this project with the goal of building a unit in Wabanaki.

Adequate Housing for Two-Spirit, Transgender, Non-Binary, and Gender-Diverse People

The Office of the Federal Housing Advocate (OFHA), which is affiliated with the Canadian Human Rights Commission, provided funding to NWAC to focus on the housing needs for Indigenous Two-Spirit, transgender, non-binary, and gender-diverse (2STNBGD) people.

To that end, NWAC produced a literature review to add an Indigenous focus to research that was previously conducted by the OFHA. NWAC is also coordinating and participating in an external advisory committee that ensures the project is informed by members of the Indigenous 2STNBGD community with both lived and expert experience in housing and homelessness.

For this project, NWAC is hosting two online engagement sessions with the intent of amplifying lived experiences to inform policy recommendations and advocate for the housing needs of Indigenous 2STNBGD people. The first engagement session took place in June for Indigenous 2STNBGD people willing to share knowledge about their lived experience and suggestions for improving housing for them. In September, another roundtable will be held with experts in the field of housing and homelessness.

NWAC's New Libraries Version 1.0

Funded by Heritage Canada, NWAC gathered information and documents internally, explored library software, and engaged a company to host and support the development of an online library that was launched in March 2023. Building from NWAC's existing resources and partnering with other resource centres and libraries, 400+ documents are currently available in the [online library](#), with plans for more to come.

Available resources include documents in Michif, Algonquin, and Inuktitut at the beginner and intermediate levels. The new online library provides access to resources produced by NWAC and other Indigenous-led organizations, as well as links to e-publications housed in other collaborating libraries or publishing houses. NWAC also received funding to convert an existing space to create a small physical library

at the Social, Cultural, and Economic Innovation Centre in Gatineau, Quebec.

These libraries provide critical platforms and space for Indigenous WG2STGD people to access knowledge in and on Indigenous cultures and languages, beginning with Michif, Algonquin, and Inuktitut. This initiative will make NWAC's work more accessible to activists, policy makers, and the public. Library users can access important community data and research on topics such as MMIWG2S+ and more.

Knowledge dissemination about this project continues and will be supported by the publication of the final report. NWAC hopes to obtain additional funding to keep expanding the library over the coming years.



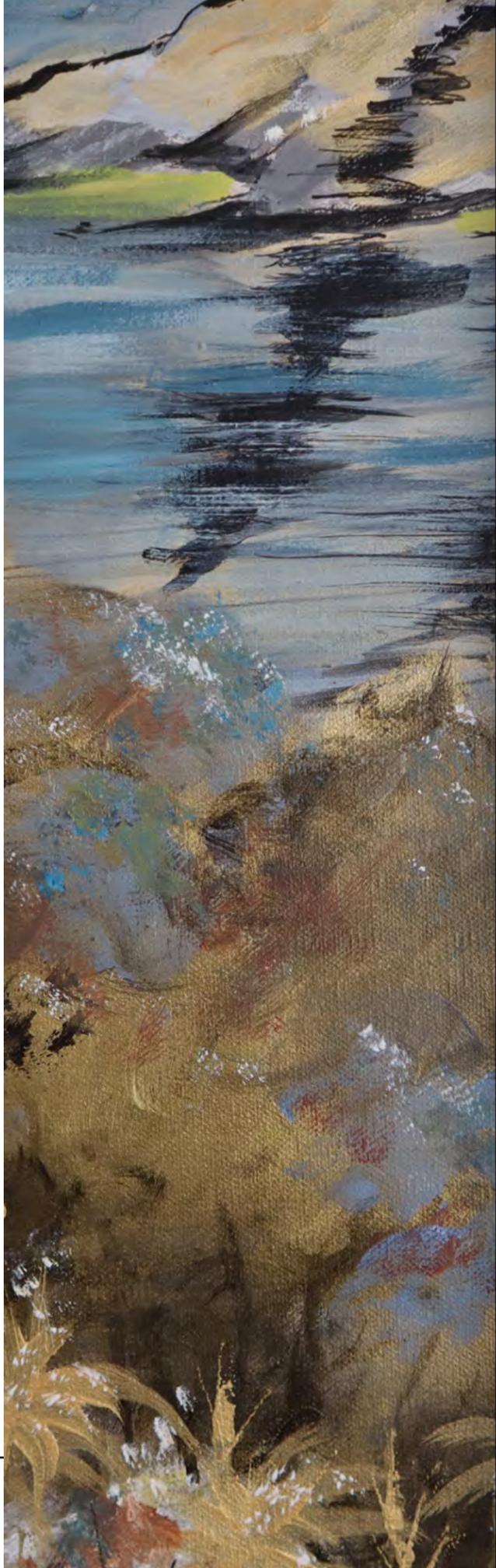


SECTION SEVEN
INTERNATIONAL



INTERNATIONAL

THE SIGNING OF THE "CANADA - NATIVE WOMEN'S ASSOCIATION OF CANADA ACCORD" WITH THE GOVERNMENT OF CANADA IN 2019 RECOGNIZED NWAC AS A FULL PARTICIPANT IN DECISION-MAKING PROCESSES BOTH NATIONALLY AND INTERNATIONALLY.



The signing of the "Canada – Native Women’s Association of Canada Accord" with the Government of Canada in 2019 recognized NWAC as a full participant in decision-making processes both nationally and internationally. This Accord acknowledges the importance of the international exchange of knowledge and experience when acting as a voice for Indigenous human rights and ensures NWAC has a voice in addressing policy priorities that directly affect the lives and rights of Indigenous women, girls, and 2SLGBTQIA+ people.

The Accord is part of a reconciliation building process wherein NWAC and the Government of Canada "agree to establish a process that will serve to contribute to the Nation-to-Nation relationships, and promote the decolonization of Canada’s relationships with Indigenous women, girls and gender-diverse people through the advancement and empowerment of Indigenous women predicated on building, maintaining and enhancing a relationship based on recognition of rights, respect, cooperation and partnership".

("Canada – Native Women’s Association of Canada Accord," 2019)



Going Global

"International Relationships" is one of the nine policy priority areas set forth in the Accord. To support this priority and in accordance with NWAC's Strategic Plan for international engagement, NWAC launched an International Unit in January 2023. International advocacy is an effective way for NWAC to raise domestic human rights concerns on a global stage.

Since its establishment, the International Unit has overseen NWAC's [Going Global project](#), a major initiative that will position NWAC as a recognized international Indigenous organization. In Going Global, NWAC strives to join hands and work collaboratively on issues that transcend borders and impact Indigenous WG2STGD peoples globally.



"It is extremely powerful when Indigenous Peoples unite."

– Lynne Groulx, NWAC CEO

The International Unit has five core objectives:

1. To advance and advocate for issues and concerns of Indigenous women and 2SLGBTQQIA+ people on international level.
2. To partner and collaborate with other Indigenous organizations with common goals.
3. To assist Indigenous organizations, as well as community initiatives, in the development of their local projects and initiatives.
4. To cultivate and teach the characteristics that are unique aspects of our cultural and historical traditions.
5. To promote equal opportunities for Indigenous women and 2SLGBTQQIA+ people in programs, trainings, and activities.

To achieve these objectives, NWAC will:

- Strengthen current, critical partnerships to deepen research and to develop cooperation guided by priority areas of concern for Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people.
- Participate in multinational forums on Indigenous Peoples, including technical conferences on existing emerging issues.
- Monitor existing and emerging challenges faced by Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people.
- Conduct bilateral and multilateral meetings and strategic dialogues to jointly identify critical areas of mutual interest and coordinate needs to address common challenges.
- Define metrics and monitor cooperative project performance.
- Develop and implement high-quality engagement activities.
- Cultivate institutional engagement to share technical expertise and assess emergent requirements.
- Leverage NWAC's technical expertise and work with grassroots partners and other Indigenous organizations, experts, and international community members in relevant priority areas.

To achieve these objectives, NWAC will:

- Implement initiatives to develop cooperation, economic promotion, and cultural exchange activities with a focus on women's empowerment.
- Establish mechanisms of exchanges between NWAC and international organizations, multilateral organisms, Embassies, and Global Affairs Canada to share experiences, accompaniment and support programs, initiatives and projects for the promotion and development of the social, economic, cultural, and political well-being of Indigenous Peoples in the Americas.

POETA Digispark Canada Project

In September 2022, NWAC joined the Organization of American States (OAS) and the Trust for the Americas in announcing the Canadian launch of a digital-skills training initiative for Indigenous Peoples that is a major step toward Indigenous economic resiliency and reconciliation.

The POETA (Partnerships for Economic Opportunities through Technology in the Americas) Digispark Canada Project will address the economic marginalization of Indigenous Peoples in Canada and represents a concrete action that responds to the Calls for Justice identified by *The Final Report of the National Inquiry's Missing and Murdered Indigenous Women and Girls*. The program will contribute to economic reconciliation and resilience and is designed to empower Indigenous

Peoples with skills in the high-demand technology and digital-services industries. Canada's federal government estimates it will soon have 8,000 vacancies in this sector.

To implement this training program, The Trust for the Americas will partner with NWAC to empower historically marginalized Indigenous populations in Canada, with a focus on women, Two-Spirit, transgender, and gender-diverse individuals, through training and content on digital skills, complemented with life and technical skills content. This training will build the skills and strengthen the profiles of jobseekers and entrepreneurs, ages 16 and above, to ease their entry into the labor market and the digital economy.

Indigenous Diplomatic Mission to El Salvador

In May 2023, NWAC CEO, Lynne Groulx, and Tania Molina, International Director of NWAC, were accompanied by Ricardo Cisneros, Ambassador of El Salvador to Canada, on an 8-day Indigenous diplomatic visit to El Salvador.

The trip was planned to forge new relationships and create economic partnerships to benefit Indigenous Peoples across the Americas. Throughout the visit, there was a rich exchange of knowledge and best practices to create more opportunities for Indigenous WG2STGD people to enhance social, economic, cultural, and political growth, and wellbeing.

While in El Salvador, NWAC representatives explored the sustainable production of coffee, handicrafts, and art and participated in knowledge exchanges with youth and Indigenous female entrepreneurs. CEO Lynne Groulx met with Indigenous women and entrepreneurs who seek to

empower rural women through economic independence including Salvadoran artists Lula Mena, Margarita and Juan Pablo LLort; Mario Salinas, Owner of Piromano Coffee Roasters; and Maria Elena de Botto, President of the Women's Coffee Alliance of El Salvador.

CEO Lynne Groulx also met with high-level government officials during the visit including Felix Ulloa, Vice President of the Republic; Adriana Mira, Deputy Minister for Foreign Affairs; Eduardo Garcia, Director of Economic Relations; Elba Escobar, Head of Cooperation Office, Ministry of Foreign Affairs of El Salvador; Maribel Escobar, Mayor of La Palma; Jorge Urbina, National Executive Director of Plan Trifinio; and Yanci Salmeron, Executive Director of the Salvadoran Institute for the Development of Women (ISDEMU).

MEMORANDUM OF UNDERSTANDING SIGNED BETWEEN NWAC AND THE CENTRAL AMERICAN INTEGRATION SYSTEM (SICA)

Economic promotion, female entrepreneurship, and knowledge exchange between Indigenous populations were central focuses of the El Salvador trip which culminated in the signing of a Memorandum of Understanding (MoU) between NWAC and the Central American Integration System (SICA).

The Central American Integration System (SICA) is a governance body composed of the presidents of each of the member nations (Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama, and the Dominican Republic).



DID YOU KNOW?

More than 60 different groups, approximately 20-percent of the total population of Central America, make up the Indigenous Peoples represented within the SICA's eight member states: Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua, Panama, and the Dominican Republic.

MEMORANDUM OF UNDERSTANDING SIGNED BETWEEN NWAC AND THE CENTRAL AMERICAN INTEGRATION SYSTEM (SICA) (CONT.)

The MoU, signed by NWAC CEO, Lynne Groulx, and Werner Isaac Vergas Torres, Secretary General and legal representative of the General Secretariat of the Central American Integration System (SG-SICA), aims to establish mechanisms to implement and strengthen cooperation to facilitate the exchange of experiences, good practices, and support for projects that have common goals. It focuses on Indigenous priorities championed by NWAC such as women's empowerment, economic justice, opportunities for trade and economic sustainability, and conservation and balance with nature.

The agreement includes clauses to accomplish the following objectives:

- Implement and strengthen cooperation to facilitate the exchange of experiences, good practices, and support for projects that have common goals.
- Conduct training seminars in specific areas of common interest.
- Promote internships for officials from both institutions to achieve greater mutual understanding.
- Conceptualize, manage, and jointly implement projects that contribute to the inclusion and empowerment of Indigenous women and other populations in vulnerable conditions.

“There is an Inca prophecy that tells us that ‘When the Eagle of the North flies with the Condor of the South, the spirit of the land she will re-awaken,’ and Indigenous Peoples have been envisioning -- and awaiting -- this resurgence for a long time.”

– Lynne Groulx, NWAC CEO

NWAC's Indigenous diplomatic mission to El Salvador successfully achieved the following objectives:

- Research and develop new trading opportunities and relationships.
- Generate commercial opportunities and economic development with the purchase of coffee and artisan crafting goods.
- Meet and collaborate with Indigenous people in the region for knowledge and cultural exchange.
- Create international partnerships for future collaboration and development.

The final objective achieved most prominently with the signing of the historic MoU is a ground-breaking moment. An agreement of this magnitude opens doors, fast-tracking NWAC's ability to implement the priorities set out in the agreement, which will have far reaching benefits for Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people by supporting cultural and economic exchange between Indigenous Peoples across the Americas.

International Engagement, Relationship Building, and Knowledge Exchange

MEETING WITH THE UNITED NATIONS SPECIAL RAPPORTEUR

During his first official visit to Canada since being appointed United Nations Special Rapporteur on the rights of Indigenous Peoples, José Francisco Calí Tzay met with NWAC at the beginning of March to review progress on human rights for Indigenous WG2STGD people in Canada.

The objective of meeting with the Special Rapporteur was to let him know that as an active member of ECOSOC since 2005, NWAC monitors the federal government's progress on the implementation of the 231 Calls for Justice and the *United Nations Declarations on the Rights of Indigenous Peoples (UNDRIP)*. This meeting came at a significant time, as we were approaching Canada's fourth Universal Periodical Review (UPR), and it presented an opportunity for NWAC to discuss the findings of our analytical reports on Canada's actions toward the recommendations of the 2018 UPR, Canada's implementation of *UNDRIP*, and the priorities of Indigenous WG2STGD people.

José Francisco Calí Tzay is Mayan Kaqchikel from Guatemala and was appointed to the Special Rapporteur role in 2020. His mandate is to gather good practices and challenges in terms of implementing the *UNDRIP* and make constructive and concrete recommendations to prevent and remedy human rights violations. Calí Tzay shared his preliminary findings and recommendations in Ottawa on March 10 and will present his final report to the United Nations Human Rights Council in September 2023.

UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN

From March 6-12, NWAC attended the 67th session of the United Nations Commission on the Status of Women (CSW). The CSW is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. The theme for this year's session was innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls.

NWAC's delegation consisted of Denise Cook of Manitoba, Natalie Sterling-Moses (regional youth delegate), Brandy Stanovich of New Brunswick, and Lisa Smith, Advisor to the President. The delegation was interested in exploring the impacts and influences of digital technologies on gender-based violence and wanted to ensure that technological change talks include Indigenous WG2STGD people who are fighting for greater safety, employment, and economic security.

This event concluded with member states acknowledging the critical role of technology and innovation in achieving gender equality and providing a blueprint for all stakeholders (including governments, the private sector, civil society, and youth) to promote the equal participation and leadership of women and girls in the design, transformation, and integration of digital technologies and innovation processes that meet their human rights and needs.

UNITED NATIONS WATER CONFERENCE

NWAC participated in the UN Water Conference held March 22-24. The Conference brought together world leaders, civil society, business leaders, youth, scientists, academics, UN representatives, and others from across the agriculture, energy, environment, and water sectors around a common goal: to urgently tackle the water crisis and set the world back on track to achieving Sustainable Development Goal 6 – ensure access to water and sanitation for all.

UNITED NATIONS PERMANENT FORUM ON INDIGENOUS ISSUES

An NWAC delegation attended the twenty-second session of the United Nations Permanent Forum on Indigenous Issues (UNPFII) that took place at United Nations headquarters in New York from April 16-21. The theme of this session was “Indigenous Peoples, human health, planetary and territorial health and climate change: a rights-based approach.”

This year’s session provided a timely opportunity to amplify the voices of Indigenous youth and climate leaders while highlighting climate action rooted in Indigenous Knowledge, rights, customs, and legal traditions. To emphasize the importance of our contribution, NWAC hosted a side event titled “Igniting Our Future: Grassroots

Indigenous Women’s Perspectives on the Burning Issues of Climate Change” that featured a panel discussion with panelists Gena Edwards, Mel Critch, and Judy Wilson.

GENERAL ASSEMBLY OF THE ORGANIZATION OF AMERICAN STATES

NWAC was invited to attend the 53rd regular session of the General Assembly of the Organization of American States (OAS) held at the OAS headquarters in Washington, DC, from June 21-23, 2023. CEO Lynne Groulx delivered a speech as part of a dialogue focused on the theme of “Strengthening a Culture of Democratic Accountability with the Promotion, Protection, and Equality of Human Rights in the Americas.”

THE CONTINENTAL NETWORK OF INDIGENOUS WOMEN OF THE AMERICAS (ECMIA)

NWAC participated in twelve weekly virtual training sessions related to economic justice. Through an in-depth analysis of the current hegemonic system, this training explored pathways toward economic justice including advancing the perspective of Indigenous women and youth. The training assisted NWAC in constructing indicators of economic justice and advocacy initiatives based on what is defined by Indigenous Peoples as “good living.”



CULINARY AND INTERCULTURAL INDIGENOUS EXPERIENCE

NWAC, in collaboration with the Embassy of Mexico in Canada, hosted Antonia Reyes and Modesta Ramírez Orozco, both traditional Indigenous cooks from Guerrero, Mexico, for a series of culinary classes intended to highlight ancestral customs, ancient culture, and historical traditions in the preparation of Mexican food.

The first in the series of four culinary and intercultural Indigenous experiences took place on June 12, 2023. Among the guests were Hispano-American ambassadors, cultural attachés, and representatives of other institutions like the National Autonomous University of Mexico (UNAM), the Director of the Canada Agriculture and Food Museum, and the President and CEO of the Colleges and Institutes Canada. The culinary classes were held at the Chelsea Resiliency Lodge and NWAC's Social, Cultural, and Economic, Innovation Centre as well as being live streamed on Zoom and Facebook.

BARISTA TRAINING AND EVENTS

In March 2023, NWAC collaborated with the Salvadoran Embassy in Canada to host Mario Salinas, a professional coffee roaster, coffee cupper, and barista from El Salvador, to train ten Indigenous women and NWAC Café Bouleau staff in a training course titled "Introduction to Coffee and Methods."

Two interactive coffee cupping experiences, presented in collaboration with the Embassy of El Salvador, were also guided by Mario Salinas as part of Café Bouleau's social entrepreneurship initiative. These events were hosted for diplomats, dignitaries, and Indigenous W2STGD barista graduates. Participants from the barista training received certificates for successful completion of the program at one event. Both events featured samples of coffee from different farms and prepared with different processes so attendees could learn about coffee preparation and tasting methods.



LOVE



SECTION EIGHT
LEGAL



LEGAL

THE LEGAL UNIT PROVIDES LEGAL SERVICES TO NWAC IN A NUMBER OF AREAS INCLUDING CONTRACTS, LEGISLATIVE COMPLIANCE, CORPORATE GOVERNANCE, INTELLECTUAL PROPERTY, EMPLOYMENT LAW, INTERNATIONAL LAW, AND CIVIL DISPUTES.

NWAC's Legal Unit undertakes a wide range of activities in many legal areas; however, its files can broadly be organized into the following categories:

- In-house Legal Services
- Project Management
- Legal Advocacy and Legislative Reform

In-House Legal Services

The Legal Unit provides legal services to NWAC in a number of areas including contracts, legislative compliance, corporate governance, intellectual property, employment law, international law, and civil disputes.

The unit regularly drafts, reviews, and negotiates contracts on behalf of NWAC in matters such as project funding, contracts for service, and organizational relationships. It also advises the organization on how to maintain regulatory compliance with various legislative frameworks such as corporate law and privacy. The unit has also developed

and implemented procedures to ensure the ongoing protection of NWAC's intellectual property. It often undertakes research and analysis into international law to advise the organization with respect to human rights instruments, trade agreements, and international fora relevant to NWAC's work domestically and internationally. Finally, where required, the Legal Unit advises and represents NWAC related to civil disputes with private parties.

Project Management

The Legal Unit regularly manages sizeable projects in a variety of areas such as criminal justice and corrections, Indigenous self-governance in child and family services, the conformity of Canadian law to internationally recognized Indigenous rights, membership rights, and environmental regulation.

In 2022-2023, the Legal Unit has completed numerous small, medium, and large-sized projects and is continuing to work on existing projects with an eye to securing funding for additional projects.

Some projects undertaken in the last year include the following:

THE UNDRIP ACT ACTION PLAN PROJECT

Based on engagements with individuals at the grassroots level and with subject matter experts to identify Indigenous gender-based issues and priorities, the Legal Unit advised the Department of Justice on what needed to be addressed in the [UNDRIP Act Action Plan](#).

INDIGENOUS JUSTICE STRATEGY PROJECT

This project aims to engage Indigenous women, girls, and 2SLGBTQQIA+ people so that the Indigenous Justice Strategy is grounded in Indigenous ways of knowing and being as well as being informed by the knowledge, experience, best practices, and barriers that Indigenous women, girls, and 2SLGBTQQIA+ people have encountered in the justice system. The project also seeks to guide the ways that systemic discrimination and overrepresentation of Indigenous people in the justice system are addressed.



INDIGENOUS CHILD AND FAMILY SERVICES ACT IMPLEMENTATION PROJECT

At the end of March 2023, we completed the [Indigenous gender-based analysis and report](#) on *An Act respecting First Nations, Inuit and Métis children, youth and families* and its implementation. This report included recommendations on how Canada can better respond to Indigenous women, girls, Two-Spirit, transgender, and gender-diverse people's needs and realities when implementing the Act and was submitted to Indigenous Services Canada before the end of the 2022-2023 fiscal period. The Legal Unit is currently reviewing feedback on the report from individuals with whom we engaged under this project.

FAMILY VIOLENCE TOOLKIT

The Legal Unit undertook an assessment of Women and Gender Equality Canada's toolkit for advising legal professionals on identifying and responding to family violence when providing services to First Nations clients.



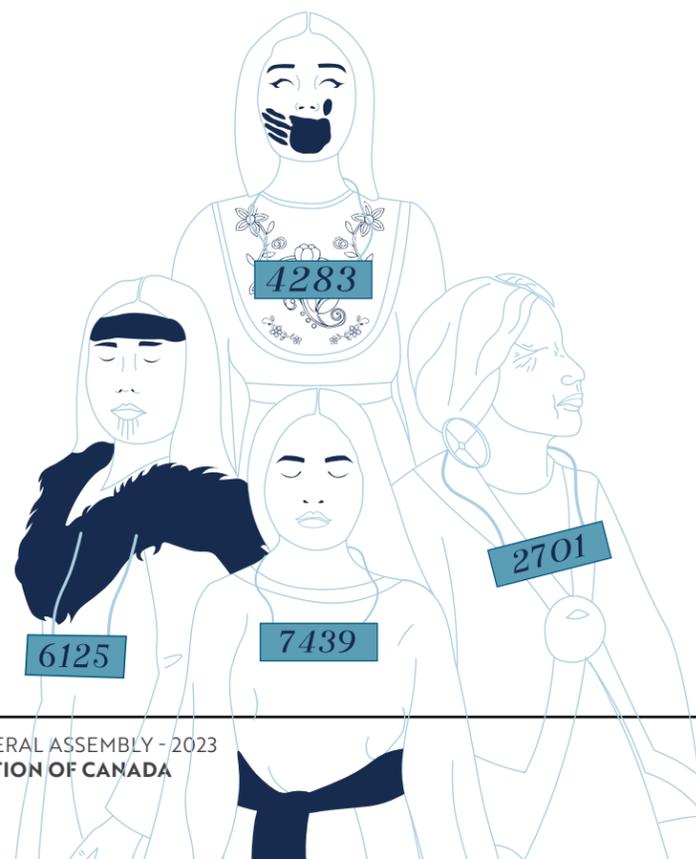


INDIGENOUS INTELLECTUAL PROPERTY PROJECT

This project involved research and analysis to identify gaps in the Canadian Intellectual Property law framework with respect to ensuring the protection of Traditional Knowledge and Indigenous Cultural Expressions. The Legal Unit produced a final report identifying some of the main issues with an emphasis on disproportionate effects for Indigenous women, Two-Spirit, transgender, and gender-diverse people.

INDIAN ACT AMENDMENTS - BILL C-38

NWAC's Legal Unit organized and hosted an NWAC Board engagement on the proposed amendments under Bill C-38 to address registration entitlement of individuals who are the direct descendants of people who were forced or coerced into enfranchisement before 1985. We are currently preparing the final report for this project.

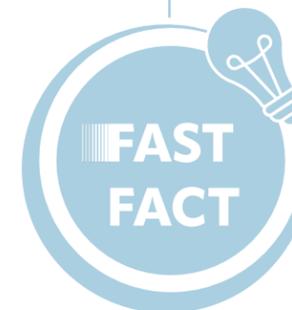


Legal Advocacy and Legislative Reform

The Legal Unit represents NWAC in its interventions in Charter challenges and human rights complaints. Its files focus primarily on equality rights of Indigenous WG2STGD people in NWAC's efforts to protect and advance their substantive equality rights.

In 2022, NWAC's Legal Counsel appeared before the Supreme Court of Canada in the appeal respecting the constitutionality of *An Act respecting First Nations Inuit and Métis children, youth and families*. They were also involved formally and informally in various human rights complaints.

In addition to litigation work, the Legal Unit works to support NWAC's efforts for legal change through legislative reform advocacy. The unit regularly monitors bills tabled in the House and Senate to identify proposed legislation that may affect NWAC's work or the interests of its constituents. In 2022-2023 the unit also prepared briefs to parliamentary committees, prepared NWAC witnesses, and worked with stakeholders to advance appropriate legislative reform.



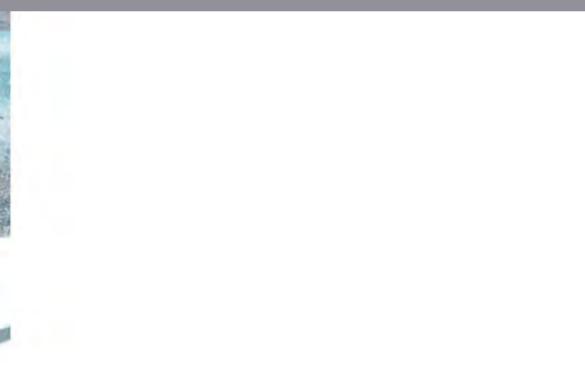
- In 2022, NWAC's Legal Counsel appeared before the Supreme Court of Canada
- Six expert roundtables and a series of one-on-one interviews were conducted to develop recommendations on *An Act respecting First Nations, Inuit, Métis children, youth and families*
- Gathering grassroots insight and information from subject matter experts, NWAC's Legal Unit provided recommendations to the Department of Justice on gender-based issues and priorities that need to be addressed in Canada's UNDRIP Act Action Plan





SECTION NINE

EXECUTIVE POLICY



EXECUTIVE POLICY

OVER THE PAST YEAR, THE EXECUTIVE POLICY UNIT HAS SUPPORTED WORK RELATED TO MMIWG2S+, CORE HEALTH, AND PROPOSAL CREATION, WHILE ACTIVELY ENGAGING IN WORK TO SUPPORT THE DEVELOPMENT OF THE CRGBA FRAMEWORK.



The Executive Policy Unit plays a critical role in supporting NWAC's day-to-day operations. The unit provides support to the organization's executives through the creation of briefing materials, developing proposals, and supporting the completion of policy research. Over the past year, the Executive Policy Unit has supported work related to MMIWG2S+, core health, and proposal creation, while actively engaging in work to support the development of the CRGBA framework. The work of this unit supports the overall success of the organization and, in turn, supports the unique needs of Indigenous WG2STGD people.

Culturally Relevant Gender-Based Analysis (CRGBA)

Since 2007, NWAC has worked to build and expand on our Culturally Relevant Gender-Based Analysis (CRGBA) framework, which is central to all NWAC's policy, research, and advocacy work. This framework was initially developed in response to gaps in traditional Gender-based Analysis Plus, and draws upon the specific cultural, historical, and intersecting aspects of identity among Indigenous WG2STGD people.

The CRGBA framework comprises five key concepts:

- distinctions-based
- intersectional
- gender-diverse
- Indigenous Knowledge
- trauma-informed

Through continued funding from Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), NWAC has been able to develop the CRGBA framework and has engaged in several projects to raise awareness about the framework and its application. In the past year, NWAC has published *the Culturally Relevant Gender-Based Analysis: A Roadmap for Policy Development* and the *Equity Compass: A Guiding Tool to Navigating CRGBA*. These resources offer accessible and practical guides for applying the CRGBA framework across policy, advocacy, and selfcare/wellness.

THE EQUITY COMPASS: REBRANDING CRGBA FOR GREATER ACCESSIBILITY

Through funding from CIRNAC, NWAC sought feedback on the CRGBA framework from Indigenous WG2STGD grassroots community members, advocates, activists, policy makers, and researchers. As a result of what we heard, in our *Equity Compass: A Guiding Tool to Navigating CRGBA* we announced the renaming of the framework to the Equity Compass.

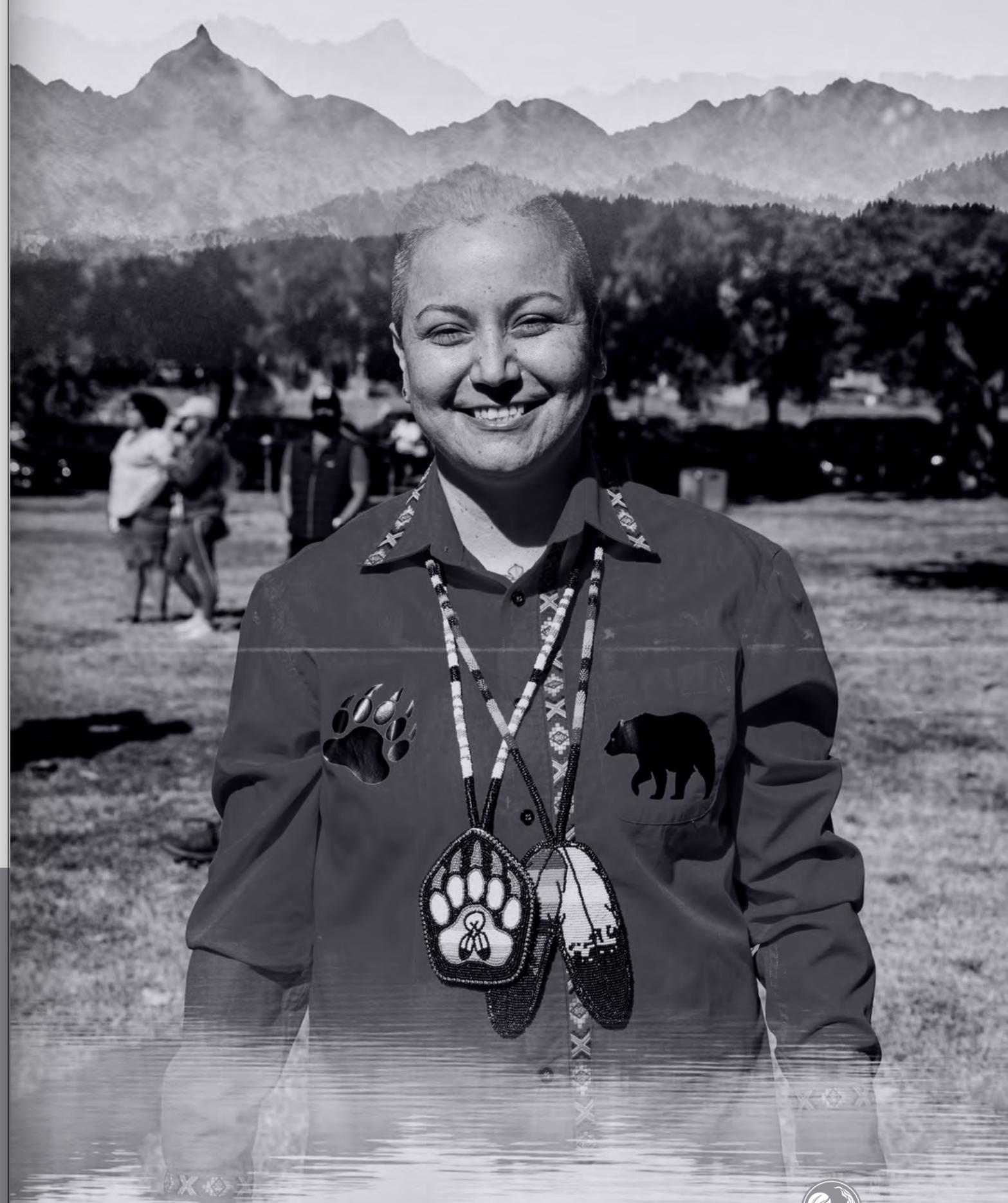
This new name reflects the ongoing journey of CRGBA that encourages us to discover gaps and biases in our policies, programs, and research, while ensuring objectives are culturally grounded and relevant for the communities to whom they pertain. Further, this change is reflective of the needs of community members for a framework that is reflective and accessible to the community perspective that shape

and use it. Continued use of the Equity Compass will be critical to NWAC's ongoing and future policy, research, and advocacy work for Indigenous WG2STGD people.

Connected with NWAC's CRGBA work, since September 2022, NWAC, through our internal 2SLGBTQQIA+ Advisory Committee, has been hosting biweekly coffee chats. These coffee chats offer a casual and inclusive space to facilitate interconnectedness, knowledge sharing, and opportunities to connect with colleagues, seek peer support, and learn and grow alongside 2SLGBTQQIA+ colleagues at NWAC. Participants at coffee chats have a unique opportunity to understand topics pertaining to 2SLGBTQQIA+ issues, perspectives, and initiatives while also engaging in productive conversations about these issues. As of July 1, 2023, the 2SLGBTQQIA+ Advisory Committee has hosted over 20 coffee chats.



A GUIDING TOOL TO NAVIGATING CRGBA
THE EQUITY COMPASS



Core Health

Over the past year, funded through the First Nations and Inuit Health Branch of Indigenous Services Canada, NWAC's Executive Policy Unit has continued to expand on the organization's Core Health portfolio. As part of this work, the unit has engaged in several activities including the publication of three fact sheets and three policy briefs.

Fact Sheets

- [Non-Insured Health Benefit](#)
- [Jordan's Principle and the Inuit Child First Initiative](#)
- [Culturally Relevant Gender-Based Analysis](#)

Policy Briefs

- [Food Insecurity](#)
- [Health Inequalities in Rural and Remote Indigenous Communities](#)
- [Maternal and Child Health](#)

These public facing documents provide important information on issues and resources for Indigenous WG2STGD people on issues impacting health and wellness in Indigenous communities.

Over the past year, the Executive Policy Unit has also supported the organization through the development of internal briefing documents. As part of our Core Health funding, the unit has made over 95 policy briefs (and counting) on topics such as MMIWG2S+, the *Indian Act*, housing, criminalization, residential schools, and much more.

These briefs play an important role in providing senior management with a condensed but informative analysis on emerging issues. These briefs contribute to effective advocacy by supporting the organization when engaging with the media, advocating in parliament, and meeting with external stakeholders to discuss issues facing Indigenous WG2STGD people.

Proposals

The Executive Policy Unit plays a critical role in supporting the development of funding proposals based on the organization's strategic project/program needs. Between April 1, 2022, and March 31, 2023, NWAC submitted 54 funding proposals to support a wide range of policy and program areas that include MMIWG2S+, economic development, climate change, resiliency lodge programming, and emergency management. These proposals play a central role in allowing NWAC to carry out many of our projects and programs, providing a critical stream of funding to better support Indigenous WG2STGD people.

- 95 policy briefs written on topics such as MMIWG2S+, the *Indian Act*, housing, criminalization, residential schools, and much more
- 54 funding proposals submitted to support NWAC's strategic project/program needs
- NWAC's CRGBA framework rebranded as the Equity Compass





SECTION TEN

PTMAS – CAPACITY BUILDING



PTMAS – CAPACITY BUILDING

ONE OF THE PATHWAYS NWAC USES TO HELP END SOCIAL AND ECONOMIC MARGINALIZATION AND ADDRESS THE PATHWAYS TO VIOLENCE THAT PERPETUATE THE MMIWG2S+ GENOCIDE IS THROUGH CAPACITY BUILDING WITH OUR PTMAS AND MAINTAINING STRONG GRASSROOTS PARTNERSHIPS.

The opening of NWAC's Social, Cultural, and Economic Innovation Centre in 2022 and its associated social entrepreneurship activities has allowed NWAC to successfully grow independent sources of revenue. In addition to NWAC's increasingly diverse portfolio of policy development and programs that has NWAC working with a wider array of federal departments, we have been able to focus on enhancing support for grassroots programs and activities conducted with PTMAS.

With almost 180 employees, two resiliency lodges, a new national headquarters, and close to 70 projects underway, NWAC has grown significantly since 1974, especially within the last five years. Yet, we fundamentally remain a grassroots organization committed to supporting the community-based work of First Nations, Inuit, and Métis women, girls, Two-Spirit, transgender, and gender-diverse people.

One of the pathways NWAC uses to help end social and economic marginalization and address the pathways to violence that perpetuate the MMIWG2S+ genocide is through capacity building with our PTMAS and maintaining strong grassroots partnerships. With this objective in mind, capacity building has been the focus of NWAC's work with PTMAS in 2022-2023.

In 2022, staffing of NWAC's Capacity Building Unit was revitalized with the hiring of a new manager. The team also has two Community Liaisons. This unit works collaboratively with NWAC's CEO and all other NWAC units on internal strategic planning (in alignment with NWAC board plan), assists in the development of proposals, lobbies for new projects, and carries out the unit's objectives.

Capacity Building Unit Objectives

The Capacity Building Unit works in partnership with the PTMAs to support them in the development of their administrative capacity to increase the support they provide within their regions and has been focusing on several key initiatives in 2022-2023:

- Training and support for proposal writing to assist PTMAs in pursuing new funding sources and to better support and sustain local programming.
- Developing customized strategic action plans for each PTMA and working to identify key, region-specific needs, and develop or adjust programming to address these needs.
- Creating a funding sustainability plan for each PTMA to ensure longevity, continuity, and growth of programming.

Capacity Building Activities 2022-2023

RELATIONSHIP BUILDING

To develop strong collaborative relationships between NWAC's new Capacity Building Unit team members and PTMAs, from October 2022 through to January 2023, the Capacity Building Unit engaged with individual PTMAs for relationship building and task-oriented purposes. This served to

inform NWAC's team about the evolving needs of the PTMAs and plans for how the unit can best support capacity development. Some recurring discussion themes that emerged between the unit and PTMAs included governance, project proposal development, communications protocols and strategies, and finances.

TRAINING

An "Introduction to Proposal Writing" training was facilitated by the Capacity Building Unit in November 2022, with seven out of the twelve PTMAs joining the training. The training was designed to include question and dialogue periods, resulting in an open line of communication and invaluable insight being exchanged between participants.

Some key indicators extrapolated from the training's evaluation survey:

- 87.5% of participants that answered the survey stated that the training strengthened their knowledge of the proposal writing process.
- 50% of participants that answered the survey stated that continued ongoing support is welcomed to enhance their proposal writing processes and/or guidelines.

- Survey responses conveyed a need for ongoing support to help with creating programs that meet community needs.

This training session along with follow-up consultation provided the Capacity Building Unit with a deeper understanding of the individual PTMA organizations and some of the challenges they are working through in their respective regions.

The team was also able to identify themes to prioritize for future PTMA capacity building training sessions:

- Lobbying/Advocacy
- Financial Literacy, including budgeting and financial management
- Funder Reporting Systems
- Social Media Best Practices

ACTION PLANS

The Capacity Building Unit engaged with the PTMAs in discussions to assess community gender-based violence (GBV) issues, existing programming, current funding, and to identify funders along with the needs and gaps in support or service these organizations may be experiencing. The information shared provided the Capacity Building Unit with guidance to support the development of individualized Strategic Action Plans for each PTMA that will focus on building organizational capacity.

The team met with PTMAs for individual action planning and to confirm region-specific priority issues and gaps identified in previous and ongoing engagement meetings. The goal in developing individualized action plans for each PTMA is to create pathways to financial sustainability for all PTMAs and offer support to each organization to help them fully achieve this objective. This was an exciting opportunity to build a strategic framework that will allow PTMAs to build their capacity to increase the support they can provide to Indigenous WG2STGD individuals in their communities.

PROPOSAL SUPPORT

NWAC developed capacity building proposal templates for each PTMA, so we have a template available to support any proposal development support needed from each of the PTMAs. These templates proved helpful to NWAC's support of several proposals developed for PTMAs.

PTMA	PROPOSALS DRAFTED
Amautiit – Nunavut Inuit Women’s Association	<ul style="list-style-type: none"> Capacity Building Proposal (Developed with NIWA)
Native Women’s Association of the Northwest Territories	<ul style="list-style-type: none"> Capacity Building Proposal (Template) Healing Workshops (Submitted by PTMA to Telus) NWT Office Space and SEIC (Draft)
Yukon Aboriginal Women’s Council	<ul style="list-style-type: none"> Capacity Building Proposal (Template)
Nova Scotia Native Women’s Association	<ul style="list-style-type: none"> Capacity Building Proposal (Template)
Keepers of the Circle	<ul style="list-style-type: none"> Capacity Building Proposal (Template)
Aboriginal Women’s Association of PEI	<ul style="list-style-type: none"> Capacity Building Proposal (Template)
Indigenous Women of the Wabanaki Territory	<ul style="list-style-type: none"> Capacity Building Proposal (Template) Wabanaki Resiliency Lodge Wabanaki Resiliency Lodge Traditional Foods Program (Submitted July 22, 2022; Approved) Medicine Mentorship Program - ACOA (Submitted August 18th, 2022; Pending) Medicine Mentorship Program – ETF (Submitted November 25th, 2022) Resiliency Lodge Infrastructure (Originally submitted in 2020, revisions to include gathering space and barn submitted November 30, 2022)
Newfoundland Native Women’s Association	<ul style="list-style-type: none"> Capacity Building Proposal (Template) Office Space and SEIC (Draft)
Manitoba Moon Voices Inc.	<ul style="list-style-type: none"> Capacity Building Proposal (Template) Manitoba Resiliency Lodge (Submitted to GICB)
BC Native Women’s Association	<ul style="list-style-type: none"> Capacity Building Proposal (Template) BC Resiliency Lodge (Submitted to GICB)
Institute for the Advancement of Aboriginal Women	<ul style="list-style-type: none"> Capacity Building Proposal (Template)
Women of the Swift Flowing River	<ul style="list-style-type: none"> Capacity Building Proposal (Developed with WSRF) Mini Social and Economic Innovation Centre and WSRF Offices (Submitted to GICB)

In addition to this support for developing proposals submitted by the PTMAs, NWAC developed ten new proposals that included funding for PTMAs and/or PTMA-related activities.

PTMA	PROPOSALS DRAFTED
<i>Safe Passage Training</i> Pending	The purpose of this project is to expand NWAC's <i>Safe Passage</i> platform to include industry-specific violence prevention training in key industries including resource extraction, policing, and justice. This proposal included funding of \$65,000/year for three years for the Indigenous Women's Safety Council.
<i>Indian Act Bill Engagement</i> Approved	The purpose of this project is to engage with NWAC's Board of Directors on proposed amendments to the <i>Indian Act</i> . In doing so, NWAC will engage in two activities: <ul style="list-style-type: none"> NWAC Board Engagement: NWAC will host a day-long, in-person engagement with the organization's Board of Directors at its headquarters in Gatineau, Quebec, to discuss the coming legislation. NWAC will prepare briefing materials for the Board, including a backgrounder and NWAC's Bill S-3 Final Report, and retain a facilitator, simultaneous interpreter, Elder, and note-taker for the engagement. Travel costs will be covered under this funding. This engagement will result in a thorough discussion of the issues that will be compiled into an engagement report to the Government of Canada. Engagement Report: NWAC will review and summarize the notes from the engagement and prepare an engagement report and submit this report to the Government of Canada. This engagement report will provide the Canadian government with the Board's views on the coming bill.
<i>MMIWG2S+ Engagement Funding</i> Approved	NWAC proposed a number of activities to increase the capacity to advocate for and provide feedback on the implementation of the MMIWG2S+ National Action Plan. This includes hosting sharing circles with community members and a roundtable with PTMAs. In addition to the roundtable, a total of \$240,000/year for two years, distributed across PTMAs, has been allocated to support PTMA capacity to engage in advocacy and engagements on MMIWG2S+ and the implementation of the National Action Plan.

PTMA	PROPOSALS DRAFTED
<i>#BeTheDrum – Continuation/Expansion of Program</i> Approved	NWAC proposed funding to continue and expand upon services offered by #BeTheDrum to (1) continue and expand delivery of critical mentorship and navigation support; (2) deliver 48 workshops and/or support circles per year; (3) expand the Entrepreneur Directory to include an overlay map of resources of entrepreneurs; (4) develop an annual edition of <i>Kci-Niwesq</i> highlighting #BeTheDrum initiatives and entrepreneurs; (5) increase accessibility at the grassroots level by engaging grassroots partners and creating regional navigator positions to better address the distinct needs of Indigenous W2STGD entrepreneurs. A total of \$260,000/year for two years, distributed across PTMAs, was allocated to PTMAs for engaging in the program.
<i>Engagement to Support the Identification and Better Understanding of Policing and Community Safety Priorities</i> Pending	During this project, NWAC will attend meetings with Public Safety Canada with members from the PTMAs, coordinated through our PTMA liaisons, to share regional perspectives on policing and community safety services on Indigenous W2STGD people. The project will culminate in a final report. NWAC policy researchers will engage in roundtables to identify ongoing challenges faced in Indigenous communities. Researchers will engage with literature and examine local policing practices to further establish a research foundation. A total of \$110,000, distributed across PTMAs, was allocated as PTMA funding for participation in engagements.
<i>Grassroots Perspectives on Extractive and Development Industries</i> Pending	This project aims to get perspectives from Indigenous women and gender-diverse people on the extractive and development industries. The perspectives of Indigenous women and gender-diverse people is critical to encouraging members of the extractive and development industries to act and help end the ongoing genocide of MMIWG2S+. NWAC will host four engagements in collaboration with the PTMAs. A final report will be produced and shared with regional PTMAs. This proposal is the revised and resubmitted version that has similar activities at a smaller scale.



PTMA	PROPOSALS DRAFTED
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<p><i>Community Workforce Development Program – National Stream</i></p> <p>Approved</p>	<p>At the national level, NWAC will develop training and resources to support Indigenous women and 2SLGBTQIA+ people in the workforce. Everything developed by NWAC will be made accessible to PTMAs, including delivering training and providing physical copies of training resources. At the grassroots level, NWAC will fund PTMAs to develop their own workforce plan and establish a work placement program to develop paid placement position(s). PTMAs will determine how they want to go about delivering on these activities based on their workforce and community needs. The project budget includes \$1,771,000 in funding over two years to be distributed to PTMAs in support of operational costs, engagement in workforce planning, and establishment of work placements.</p>
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<p><i>Addressing Racism and Discrimination in Canada’s Health System Programs</i></p> <p>Declined</p>	<p>This is a two-year project that will investigate racism in Canada’s health care system and increase knowledge on culturally safe and inclusive healthcare. The project will be completed in two phases. In phase one, NWAC will investigate the historical and contemporary experiences of Indigenous WG2STGD people in navigating health care in Canada. Phase two will build on phase one by offering training based on the anti-racism/best practices toolkit developed in phase one. Through PTMAs, NWAC will host engagement sessions to gain feedback and perspectives from Indigenous WG2STGD people. The PTMAs will help ensure the different regional perspective of the Indigenous WG2STGD people are heard and that their needs are met. NWAC requested \$596,104 in funding.</p>
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<p><i>Indigenous Justice Strategy Engagement</i></p> <p>Approved</p>	<p>The Indigenous Justice Strategy Engagement will gather the perspective and recommendations of First Nations, Métis, and Inuit women, Two-Spirit, transgender, and gender-diverse people, Elders, seniors, Knowledge Keepers, youth, and service providers for the development of the Indigenous Justice Strategy. It will also guide how the justice system addresses systemic discrimination and the overrepresentation of Indigenous people in the justice system. Through this project, NWAC will employ targeted activities for inclusive and in-depth participation when collecting detailed, qualitative and quantitative information about Indigenous communities’ experiences with the justice system. The project will also collect experiential information to better understand the needs of Indigenous communities and their recommendations for reform. The project will produce a national survey, a series of engagement sessions in rural and urban settings, and a final report on findings and recommendations. PTMAs will be involved in delivering this project to ensure representation from their grassroots membership. The budget allocation for the Indigenous Women’s Safety Council was \$300,000.</p>
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<p><i>Pathways to Safe Indigenous Communities – Phase 2</i></p> <p>Declined</p>	<p>A continuation of <i>Safe Passage</i> from the previously approved proposal, including the creation of new resources as well as the continuation of the Indigenous Women’s Safety Council. NWAC budgeted \$15,000 per PTMA per year for three years, as well as costs associated with annual meetings, including travel for two in-person meetings.</p>
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NEWFOUNDLAND
Native Women's Association

NEWFOUNDLAND NATIVE WOMEN'S ASSOCIATION

Email: info@nnwa.ca

Website: Newfoundland Native Women's Association (nnwa.ca)

PTMA Report | NNWA

INTRODUCTION

Our association was established and incorporated in 1988, started with our 1st President, Yvonne Samms, as the Bay of Islands Native Women's Association and then renamed in later years as Newfoundland Native Women's Association Incorporated.

In the last two years, there has been a move forward for our organization, as we moved from one small office to a larger location in the center city, which is more accessible.

We offer programs and services through our new Resource Lab, and we have our ISETS program that has been very successful.

We work in collaboration with local mining companies and are developing a partnership for the future in Newfoundland. Partnership building is a key element for our organization, and we continue to build partnerships

with the education departments at our local colleges, universities, and YMCA.

Other programs our organization were involved with include the MMIWG2s+ Safety Council, Capacity Building-Action Plan, and working with a local Indigenous BSW-Councilor in art therapy for all age groups.

OUR TEAM - BOARD OF DIRECTORS:

- President – Cathy Halbot
- Vice-President – Brittany Ruth
- Secretary/Treasurer – Sara Brake
- Youth – Brooke Blanchard
- Elder – Gloria Gallant
- BOD – Darlene Ruth

SUMMARY

It has been a very busy year as the President of NNWA. It was my first year on the NWAC Board with a held position of Treasurer on the Executive Council, which was an extremely high-profile portfolio including being a member on the Board of Directors (BOD) and Annual General Assembly (AGA) Committee.

We had many meetings throughout the year, with many important agenda items to discuss and issues to resolve that arose and required our immediate attention.

I would like to thank the team of the Executive Council for the experience I have gained on this committee and wish the next Executive and BOD great success in the next fiscal year. Also thank you to the entire BOD's team and committees for their dedication and hard work this past year.

I would like to take this opportunity to thank the team at NWAC (staff) for their diligent work and dedication to our organization. If it wasn't for your dedication, we would not be in the best position NWAC has been for many years.

Last however not least, I would like to thank Dorothy George, the past PTMA for NL, for her many years of dedication not only to NNWA but also to NWAC. Dorothy is in retirement, however, remains my advisor, which I hold in the highest regard for her knowledge and experience that I have gained from her. All the best to her and her family.

Come visit our beautiful Province of Newfoundland and Labrador. We welcome everyone!!



PTMA Report | WSFR-CNI

October 5, 2022 - March 32, 2023

INTRODUCTION

The Women of the Swift Flowing River – Cultural Network Incorporated (WSFR-CNI) is a not-for-profit, grassroots organization encompassing First Nation, Inuit, Métis, non-status, disenfranchised and 2SLGBTQQIA+ women. Our board seats are specific to have two First Nation, two Métis, one Inuit, one gender diverse person, the President, and two open seats from any Indigenous nation, representing the six regions of Saskatchewan.

WSFR-CNI became the newest PTMA of NWAC, accepted on October 5, 2022. The PTMA is administered by a voluntary Board of Directors and Executive Council. We have several Standing Committees including Finance, Human Resources, Infrastructure, and Inclusivity. The Elders Council and Youth Council are being developed. In addition, the WSFR President sits on the NWAC Board of Directors and actively participates in every virtual and/or in-person meeting. The WSFR Youth sits on NWAC's Youth Council and participates in every virtual and/or in-person meeting. Members of our PTMA provide their expertise and knowledge on NWAC's Indigenous Women's Safety Council through the *Safe Passage* project.

Our vision is to aspire to improve the lives of Indigenous women and their families now and for future generations.

Our mission is to provide culturally sensitive support and direct service delivery by raising awareness, advocacy, mentoring, networking, outreach, and education for Indigenous and gender diverse women and their families and generally to other families who may seek our services.

OUR TEAM

- Linda Campbell, President
- Dani-Anne Lefevre, Vice President and 2SLGBTQQIA+ Ambassador
- Dora Durocher, Treasurer and Elder
- Nancy Roy, Secretary
- Rebekka Renneberg, Youth Council
- Stephanie Wapemoose, Director at Large
- Angela Campbell, ISET Coordinator



WOMEN OF THE SWIFT FLOWING RIVER

Cultural Network Incorporated

www.wsfr-sk.ca

~ A Provincial/Territorial Membership Association (PTMA) of the Native Women's Association of Canada ~



PTMA REPORT | WSFR-CNI (CONT.)

HIGHLIGHTS

Strengthening Capacity – Through the guidance and support of NWAC's Capacity Building Unit, we were able to gain knowledge on creating more efficient mechanisms for funding and coordinating complementary activities and resources. We jointly created an Action Plan to enhance and strengthen our organizational and governance capacity, identifying new funding streams and exploring how we can affect policy changes to improve our programming to the communities.

Lobby Days in Ottawa – Our Board travelled to Gatineau to receive training and participate in lobbying days to work towards securing additional funding and to tour NWAC's very impressive National Office and the Chelsea Resiliency Healing Lodge. While there, we met with several federal officials as well as key NWAC staff who provided their expertise to strengthen our operational capacity.

WSFR - CNI continues to reach out to build relationships and partnerships with federal and provincial governments, businesses, and other service organizations to improve the social, educational, employment and economic opportunities for First Nations, Inuit, Métis and 2SLGBTQIA+ women in Saskatchewan.

Membership Drive – Reaching out and building our grassroots membership through a Provincial Membership Drive was a high priority. A Capacity Building Manager was contracted to develop and implement the Membership Drive including but not limited to networking, community meetings, open forums, raising awareness of issues, and identifying community needs and priorities. The data collected from the regional

membership meetings guides our Strategic Plan and our Action Plan.

Cultural Infrastructure – Specific to increasing Indigenous Infrastructure in Saskatchewan, we put in an application to the Green Fund for a Cultural Space which would include our Provincial Office as there is very limited land and infrastructure in Saskatchewan.

Engagement Circles – We were able to apply for additional funding for Climate Change and MMIWG Engagement Circles. Climate Change was a virtual discussion while MMIWG was the priority topic at every meeting that was held across the province. This is evidence of the urgency to ensure that NWAC and our PTMAs provide the navigation and support necessary to help the families and survivors on their healing journey or specific needs.

PTMA Participation – IWSC – Two of our Board Members actively participate on the Indigenous Women's Safety Council (IWSC) through the *Safe Passage* Project.

NYC - Our Youth Representative is an active member of the NWAC National Youth Council and has participated in all the virtual meetings where the youth got to know each other and developed their TORs and their priorities for the year.

Indigenous Skills & Employment Training (ISET) program – With the guidance and training of the NWAC Business, Employment and Social Development Unit, (BESD), WSFR was successful in receiving ISET funding. Our ISET Coordinator was hired in April and has been extremely busy implementing the program in Saskatchewan.

As a new PTMA, we are extremely thankful to the Native Women's Association of Canada (NWAC) for the guidance and support and core funding that helped us establish our presence in the province of Saskatchewan. The Core Funding received from NWAC was critical to the start up and building of operational capacity of WSFR-CNI. It was also vital to be able to provide support and programs to our grassroots community and build our membership base. We are excited to be part of the team and look forward to seeing everyone at this year's AGA and look forward to celebrating the NWAC's 50th anniversary in 2024!

Respectfully submitted:

Linda M. Campbell, President

president@wsfr.sk.org

www.wsfr-sk.ca

Women of the Swift Flowing River
Cultural Network Incorporated





SECTION ELEVEN

MARKETING & COMMUNICATIONS





“WITHOUT TRUTH,
JUSTICE IS NOT SERVED,
HEALING CANNOT
HAPPEN, AND THERE
CAN BE NO GENUINE
RECONCILIATION
BETWEEN ABORIGINAL
AND NON-ABORIGINAL
PEOPLES IN CANADA.”

- Truth and Reconciliation Commission of
Canada, *Honouring the Truth, Reconciling
for the Future*

MARKETING & COMMUNICATIONS

In 2022-2023, the Communications Department furthered NWAC’s mission of representing the political voices of Indigenous WG2STGD people in Canada. This department is vital in disseminating knowledge about the work NWAC does, amplifying the voices of Indigenous WG2STGD people to speak our truths to the Canadian public and beyond.

Compelling and powerful media campaigns raised awareness of Indigenous representation, economic resiliency, mental health and addictions, inclusion and equality, healing and reconciliation, and called upon the government to rectify wrongdoings and end the MMIWG2S+ genocide.

Remembrance and Revitalization

TRUTH AND RECONCILIATION DAY AND THE SISTERS IN SPIRIT VIGIL

Much of NWAC’s media outreach throughout September and October 2022 was dedicated to healing and reconciliation as we prepared for the National Day for Truth and Reconciliation on September 30 and our Sisters in Spirit vigil on October 4.



RECLAIMING INDIGENOUS LANGUAGES

We dramatically intensified efforts to revitalize Indigenous languages, many of which have diminished as a result of colonization and the residential school system that suppressed Indigenous languages and culture. Thanks to the participation of community sourced Indigenous Language Keepers, NWAC has been able to film, edit, and post videos on YouTube highlighting different Indigenous languages, cultures, social traditions, and rights of passage. The initiative, sponsored by Heritage Canada, is called the Heritage Language Project.

RED DRESS DAY

On May 5, 2023, NWAC invited the public to join us for the National Day of Awareness for Missing and Murdered Indigenous Women and Girls and Two-Spirit People, otherwise known as Red Dress Day. We launched a [campaign calling on the public to create their own faceless dolls](#) to honour and remember MMIWG2S+ people and created an [educator's toolkit](#) to empower teachers and youth leaders to teach students about the genocide. We also partnered with Facebook's Metaverse to launch an augmented reality 3D filter which enables social media users to digitally place a red handprint over their mouth—a powerful symbol showing solidarity with MMIWG2S+.

Advocacy and Lobbying

In early December 2022, NWAC marked the National Day of Remembrance and Action on Violence Against Women by issuing a [press release](#) in recognition of all mothers, daughters, sisters, and aunties whose lives have been cut short.

Alongside this day of recognition, NWAC remembered First Nations women who died last spring in Winnipeg. We issued two separate press releases on this cause, [one demanding that the Winnipeg Police Services resume its search of a city landfill](#) in hopes of locating the bodies, and the other [demanding that the government intervene in stopping the genocide against Indigenous WG2STGD people](#).

We issued [another press release](#) lobbying the Supreme Court to advance women's equality rights, particularly in the provision of Indigenous child and family services. *The Act respecting First Nations, Inuit, and Metis children, youth, and families*, which came into effect in January 2020, is constitutional and therefore its rights should be extended to all—including Indigenous WG2STGD people.



CHANGE THE BILL CAMPAIGN

One significant campaign that generated major media interest was our Change the Bill project. It aimed to promote reconciliation through art by commissioning Indigenous W2STGD artists to reimagine the \$20 bill featuring an Indigenous woman. The communications team promoted a [web page](#) for the project, issued a press release, launched an elaborate social media campaign across all our channels, and created a petition that called for an Indigenous woman on the next Canadian bank note. The petition collected over 50,000 signatures, far more than the target of 15,000. This campaign, created with TAXI and DesignTO also won a prestigious Bronze Lion in Print and Publishing at The Cannes Lions Awards 2023.





PRESS RELEASES

PRESS RELEASES

NWAC's communications team brought awareness to our education, activism, and advocacy work during the 2022–2023 reporting period by releasing 48 statements to draw attention to crucial areas affecting Indigenous WG2STGD people including genocide and systemic abuses as well as individual stories like that of Jordan River Anderson, who we remembered on May 10, 2023 – Bear Witness Day. Communications issued a press release recognizing the extraordinary impact his short life had on Indigenous Peoples with Jordan's Principle. As an order of the Canadian Human Rights Tribunal, Jordan's Principle was implemented to relieve "inequalities preventing Indigenous children, and their families, from accessing the products, services, and supports they need, when they need them."

Other notable moments in NWAC's 2022-2023 media advocacy:

- We raised awareness that although some progress has been made to align Canada's laws with the *United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)*, the country is still "failing miserably in addressing the ongoing MMIWG2S+ genocide." The statement was made while UN Special Rapporteur José Francisco Calí Tzay was on a 10-day tour of Canada investigating the rights of Indigenous Peoples.
- We advocated for our contributions to be heard on a new council on reconciliation when we appeared before the House of Commons Standing Committee on Indigenous Northern Affairs.
- We called attention to the overwhelming overrepresentation of Indigenous WG2STGD people in

Canada's correctional institutions as outlined in the annual report of the Correctional Investigator of Canada.

- We demanded the Government of Canada "take swift action to end the genocide" against MMIWG2S+ people after another Indigenous woman's remains were discovered at a Winnipeg landfill site on April 5, 2023.
- We publicized important events and special celebrations including National Indigenous History Month, Pride Month, a special Culinary and Intercultural Indigenous Experience, NWAC's Red Dress Day, and our participation at important international engagements and events.

- We celebrated the announcement of key partnerships between NWAC, the Organization of American States (OAS), and the Trust for Americas to bring in a first-in-Canada digital skills program that will be a significant step toward achieving Indigenous economic resiliency and reconciliation.
- We shared pivotal moments in NWAC's Going Global initiative like CEO Lynne Groulx's signing of a ground-breaking Memorandum of Understanding between NWAC and the General Secretariat of the Central American Integration System (SG-SICA) during a successful eight-day visit to El Salvador.



Kci-Niwesq

During the April 2022–2023 fiscal year, NWAC published eight editions of *Kci-Niwesq*, NWAC’s digital magazine. Themes and topics ranged from economic resilience and environmental sustainability to creative artisans. We featured notable Indigenous Elders, activists, artists, and entrepreneurs and shared stories of healing through art and land reconciliation. In our Northern Women edition, we interviewed Her Excellency Mary Simon, the Governor General of Canada. We also highlighted the work of NWAC’s healing centres – the Chelsea and Wabanaki Resiliency Lodges.

In our special holiday edition, we focused on winter solstice as a period of reflection and a time to slow down, rest, and turn inward for self-realization.

We brought attention to the need for better access to resources, technologies, and education for Indigenous Peoples so they may acquire crucial skills needed for high-demand and high-paying jobs. We also gave space, in a special edition published during National AccessAbility Week, for Indigenous Peoples living with disabilities to share their unique perspectives.

2022–2023 Issue Themes

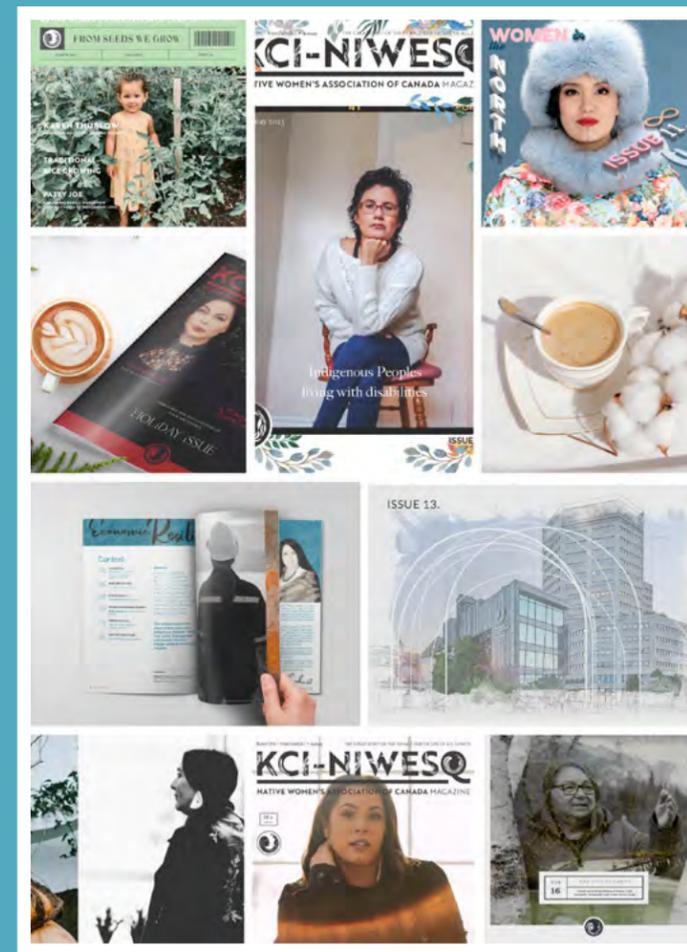
- Women of the North (May 2022)
- Artisans (June 2022)
- Social and Economic Innovation Centre (September 2022, I)
- Healing (September 2022, II)
- Holiday Edition (December 2022)
- The Environment (January 2023)
- Economic Resilience (March 2023)
- Living with Disabilities (May 2023)



[kee/chi - nee/wesk] • noun THE GREAT SPIRIT OF THE FEMALE SIDE OF LIFE OF ALL THINGS

KCI-NIWESQ

NATIVE WOMEN’S ASSOCIATION OF CANADA MAGAZINE



SHINING THE SPOTLIGHT

NATIVE WOMEN'S ASSOCIATION OF CANADA NEWSLETTER



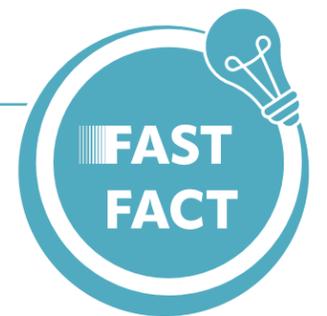
Shining the Spotlight

The “*Shining the Spotlight*” newsletter is another key publication that the communications team regularly produces. Each issue highlights the important work and achievements made by each of our departments.

New initiatives, important projects, and special events are shared by the Social Development Team, Legal Affairs and Justice Unit, International Unit, Health Unit, Executive Policy, Environment Team, Labour and Employment Policy Unit, Economic Development Team, and the Communications and Marketing Team.

This regular briefing document provides a comprehensive view of progress toward our goals across the entire scope of the association and includes an interview with our CEO.

Between June 2022 and June 2023, we released seven newsletters that covered a range of developments and issues pertinent to the interests of Indigenous WG2STGD people.



- 7 issues of “Shining the Spotlight” newsletter released
- 8 issues of *Kci-Niwesq* released
- 2 new microsites activated during the launch of NWAC’s updated website
- 1 prestigious media award won at The Cannes Lions Awards 2023 for NWAC’s #ChangeTheBill campaign





Website Updates

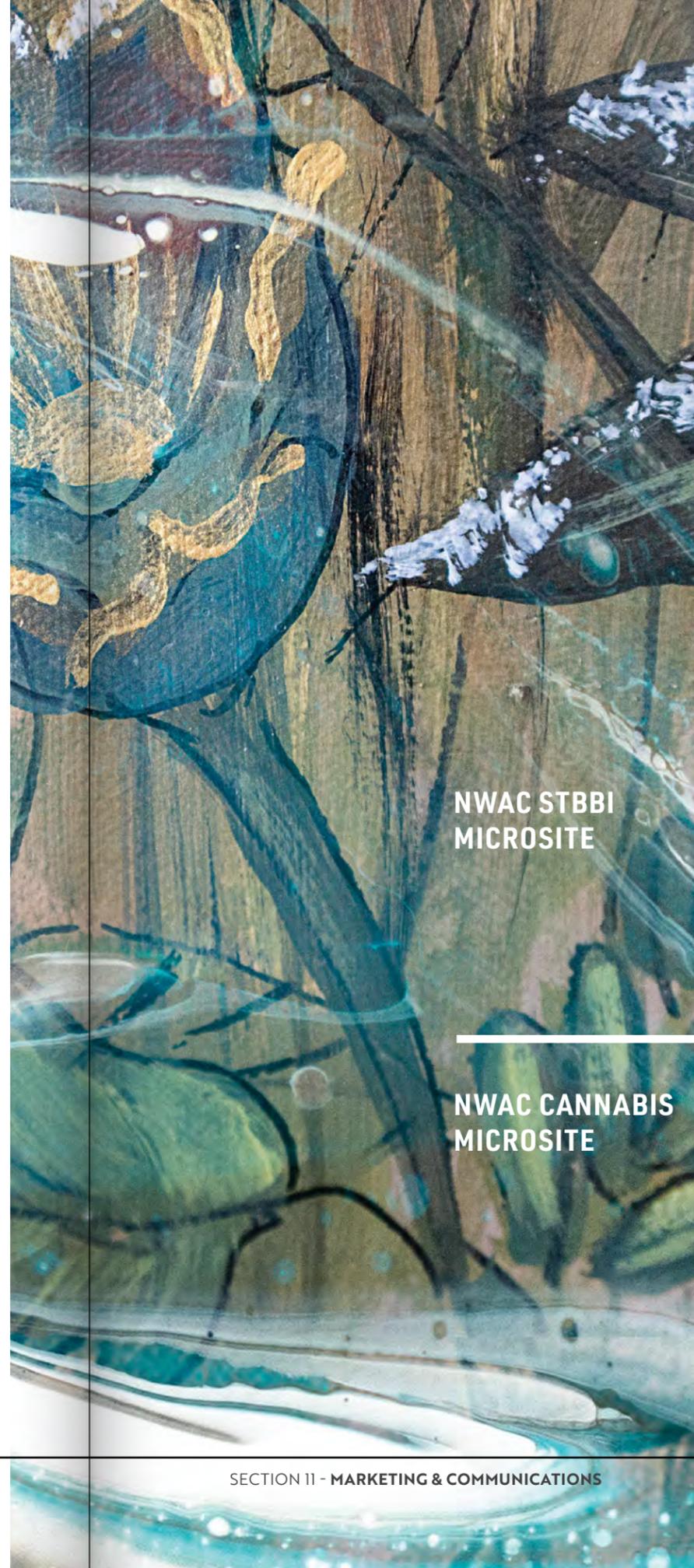
NWAC launched its new website in 2022 including a comprehensive policy page outlining NWAC’s different units and housing easy-to-understand accessible content.

The [Knowledge Centre](#) page was another pivotal addition to the website. It is a hub for resources such as toolkits, press releases, factsheets, and other easy-to-access content for the promotion of the social, economic, cultural, and political well-being of Indigenous WG2STGD people.

NWAC’s new website also features an [Art Gallery](#) page, displaying one of the world’s finest collections of Indigenous art from across the Americas. Art pieces are available online for viewing and purchase.

A page [“From the desk of the CEO”](#) now houses all the CEO reports and messaging, including stories from the *Kci-Niwesq* magazine and “Shining the Spotlight” newsletters, and there are new donation pages for the Wabanaki Resiliency Lodge and National Indigenous History Month.

Two microsites, both including trauma-informed, Indigenous-focused resources, were also activated in tandem with the website launch.



NWAC STBBI MICROSITE

The [STBBI \(sexually transmitted and blood-borne infections\) microsite](#) provides toolkits for parents and caregivers, factsheets, conversation starters with children, toolkits for workplaces, handouts, definitions of consent and gender-inclusive terminology, and more.

NWAC CANNABIS MICROSITE

The [cannabis microsite](#) serves as an educational tool for, and by, First Nations, Inuit, and Métis people. To establish priorities for this site, we engaged with urban, rural, and remote Indigenous communities to identify priorities and gaps for Indigenous women, Two-Spirit, transgender, and gender-diverse people regarding cannabis public health education.





Social Media Impact

NWAC’s social media campaigns and posts helped spread our messages far and wide and supported and promoted our other marketing and communications efforts.

By expanding our followers and reaching new audiences, we were able to raise further awareness and leverage support for NWAC’s efforts. For example, we gained 122,367 new followers, achieving a net audience growth of approximately 158.6 per cent.

We expanded our social media initiatives by launching a TikTok profile, which has already shown impressive growth. We also created a Linktree account, which acts as a media hub linking all our accounts and resources, including links to our website, videos, the President’s Corner, our online art gallery, the *Kci-Niwesq* magazine, our newsletters, and other initiatives and reports.

Throughout the months of September and October 2022, all our social media accounts showed great growth and were hugely successful. On Facebook alone, NWAC reached 1.1 million users between September 1 and October 14. One major media campaign during this time was the National Day for Truth and Reconciliation, on September 30.

For this day we coined the hashtag #RememberHonourAct, which was a key element in our three-week campaign leading up to this date. Each week we broke down the hashtag by theme: week one was “remember,” week two was “honour,” and week three was “act” (focused on actions toward reconciliation).

Our Truth and Reconciliation campaign was extremely successful, yielding a reach of more than 378,000 views across Facebook and Instagram. Another major campaign was our Sisters in Spirit vigil, held on October 4. We ran media campaigns across all social platforms leading up to the event and hosted Facebook Lives during the walk and vigil. NWAC’s Sisters in Spirit campaign yielded 53,500 interactions on Facebook and Instagram.

Our Black History Month campaign generated 68,806 impressions, 3,671 engagements, and 1,227 video views. The week-long International Women’s Day campaign generated 16,574 engagements and 1,920 video views, which is 179 per cent higher than the previous week (Feb. 21–28).

Our Change the Bill campaign was reported on by more than 150 media outlets, including CBC, Canada’s National Observer, the Toronto Star, the Daily Hive, and many other platforms. The CBC story alone reached over 16.4 million users just one week after the project was launched, according to our media analytics.

Over the last twelve months, NWAC political engagements on social media retained our best performance rates, with a total 283,188 impressions and 9,643 engagements (3.4 per cent engagement rate per impression, when compared to the previous year).

Our communications on the *UNDRIP* generated a total of 2,082 engagements: 742 engagements for the *UNDRIP* Act Implementation in February 2023, 284 engagements for the *UNDRIP* Youth Survey, and 271 engagements for the *UNDRIP* survey.

On April 14, NWAC supported and participated in the National Day of Silence. This initiative raises awareness of how Indigenous 2SLGBTQQIA+ youth are suppressed and silenced every day. As an act of support, NWAC remained silent on our social media platforms for the day.



DID YOU KNOW?

- NWAC launched a new TikTok social media account.
- More than 50,000 petition signatures were generated for the #ChangeTheBill campaign.
- NWAC gained 122,367 new followers over the course of the year.





SECTION TWELVE
BUSINESS



NWAC'S LONG-TERM GOAL FOR ITS BUSINESSES IS TO GENERATE SIGNIFICANT FUNDS INTERNALLY TO ENSURE THE ONGOING SUSTAINABILITY OF NWAC'S PROGRAMS THAT SUPPORT INDIGENOUS WG2STGD PEOPLE, THEIR FAMILIES, AND THEIR COMMUNITIES.

BUSINESS

NWAC's long-term goal for its businesses is to generate significant funds internally to ensure the ongoing sustainability of NWAC's programs that support Indigenous WG2STGD people, their families, and their communities.

Artisanelle Boutique

NWAC opened Artisanelle to the public in June 2022 as a social enterprise. Located on the main floor of NWAC's Social, Cultural, and Economic Innovation Centre (SCEIC) at 120 Promenade du Portage, Gatineau, the boutique sells beautiful artisan Indigenous products from Canada and the Americas (including Mexico, El Salvador, Guatemala, and Colombia) in store and internationally through its [online boutique](#).

Artisanelle prides itself on supporting the economic independence and sustainability of Indigenous artists and artisans by purchasing products directly from creators and providing a local and global market for their work. NWAC

ensures that all products purchased are done so at a fair price while remaining competitive enough to ensure a steady stream of revenue for both the artist and NWAC.

To support more Indigenous artists and artisans, NWAC is exploring several strategies to increase Artisanelle's revenues and expand services including working more directly with Indigenous artists, participating in trade shows and events, and developing a marketing plan that will expand the boutique's global presence.

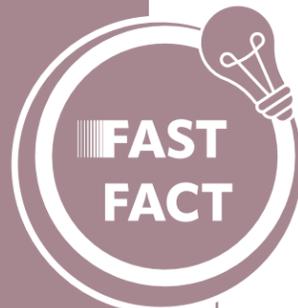


Café Bouleau

Located on the ground floor of the SCEIC, Café Bouleau opened to the public in June 2022. The café's goal is to provide a culturally relevant food experience to the residents of Gatineau and Ottawa, and it has become a premiere lunch spot for many government workers in the area. In 2023, the café expanded its seating area to outside to offer a fresh-air dining experience during the warmer months.

Café Bouleau offers Indigenous food options not offered at other cafés and a wide range of food and beverage options for breakfast and lunch. Most of the café's products, which are developed and prepared in-house, offer a cultural aspect. Examples include a buffalo meat sandwich, smoked salmon Bannock, charred corn soup, wild rice and seasonal berry salad, and the Bannock Bite donut dessert.

The café is also working to launch NWAC's own wholesale distribution line of coffee branded with Indigenous art.



- Indigenous-inspired menu items include Indigenous sourced coffee, a buffalo meat sandwich, smoked salmon Bannock, charred corn soup, wild rice and seasonal berry salad, and Bannock bites
- The café supports full-service catering for events



120 Prom. du Portage Gatineau, QC



Events

NWAC offers commercial enterprises, not-for profits, and small businesses culturally appropriate meeting spaces for rent to host meetings and events. The smallest room accommodates six people and the largest can accommodate approximately 100. When needed to support events, Elders are available to do an opening smudge or to provide prayer services. In-house catering is provided by NWAC's Chefs and kitchen staff.

Rooms for rent are equipped with state-of-the-art technology, including Owl Videoconferencing technology, Smart Hub interactive screens, wireless internet, and microphone systems.

The main clientele booking rental space have been government agencies as well as commercial enterprises and not-for-profits. NWAC has many inquiries for these services and has developed partnerships with governmental agencies who book rooms on a regular basis. Since opening the doors in August 2022, NWAC's **Event Centre** has had consistent bookings and has expanded its services by delivering external catering to local offices and off-site events.



DID YOU KNOW?

- The Social, Economic, Cultural Innovation Centre (SCEIC) has 10 event rooms, each with its own Indigenous theme.
- Between June 2022 and June 2023, NWAC hosted over 75 events at the SCEIC, welcoming approximately 1,879 guests to the centre for a variety of business and social gatherings.





Art Collection & Exhibition Space

The Arts & Culture Unit at NWAC has been growing rapidly in the last year in recognition of the important role that the arts play for Indigenous Peoples. Art offers a genuine look at the experiences and beliefs of current and past cultures (Issaquah Schools Foundation, 2023). Indigenous art contributes to preserving cultural identity and heritage for generations and educates non-Indigenous people. Studies have shown that even for better health, cultural expressions play an important role by promoting community strength and resilience (National Collaborating Centre for Aboriginal Health, 2012).

At NWAC, a collection of Indigenous art is being built, mostly from Canada but also including works from The United States of America and some Latin American countries. The collection is displayed throughout the five floors of the Social, Cultural, and Economic Innovation Centre (SCEIC), NWAC's headquarters, in Gatineau, Quebec, at the Chelsea and Wabanaki Resiliency Lodges, and through an [online art inventory](#).

As another way to educate and disseminate knowledge about Indigenous cultures, while promoting the different artists whose work we show, NWAC offers free tours of the building and art to the public. NWAC has received between 20 to 30 tour visitors per week at the SCEIC during the past year.

NWAC is planning to increase its collaboration with and support of Indigenous artists similar to the art initiative launched for this year's National Indigenous Peoples Day. In the lead up to June 21, 2023, NWAC put a call out for First Nations, Métis, and Inuit artists to send their works of art connected to the theme of reconciliation. The works received were so impressive that NWAC selected three different works to purchase for our collection, two of which are represented in the design of this AGA Report: *Pretty Nose* by Laura Dieter and *From Darkness to Light* by Debra Vincent.

We thank the many artists we collaborated with over the year with a view to sharing their art in all forms – paintings, weaving, and other forms of cultural expression.

THE VAULT EXHIBITION SPACE

NWAC’s Social, Cultural, and Economic Innovation Centre features a main floor exhibition space known as the “Vault,” as it is situated in the vault space of the renovated bank building. This decolonized exhibition space strives to protect Indigenous Knowledges and cultural heritages and is open to the public free of charge. The Vault is included in tours of the building provided to the public.

In its first year of operation, the Vault has hosted exhibitions curated by Indigenous staff on the themes of Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ Peoples, Truth and Reconciliation, and the commemoration of Red Dress Day.

No formal exhibitions of NWAC’s art collection have yet been held in the “Vault,” but this is anticipated in the coming year as

NWAC moves into a more active phase of its art and culture initiatives. We are working on projects that celebrate and support Indigenous artists, especially Indigenous W2STGD people, similar to our Change the Bill project. The Change the Bill project seeks to promote reconciliation through art by reimagining the \$20 bill to feature portraits of Indigenous women who have been heroes in their communities. To develop this campaign, a call to action was issued for Indigenous W2STGD artists to submit their designs. A total of twelve designs were chosen to be featured in this campaign focused on art and reconciliation.

The Change The Bill designs were printed on posters that are being sold to the public online and in person at the Artisanelle boutique, with proceeds going to the artists.





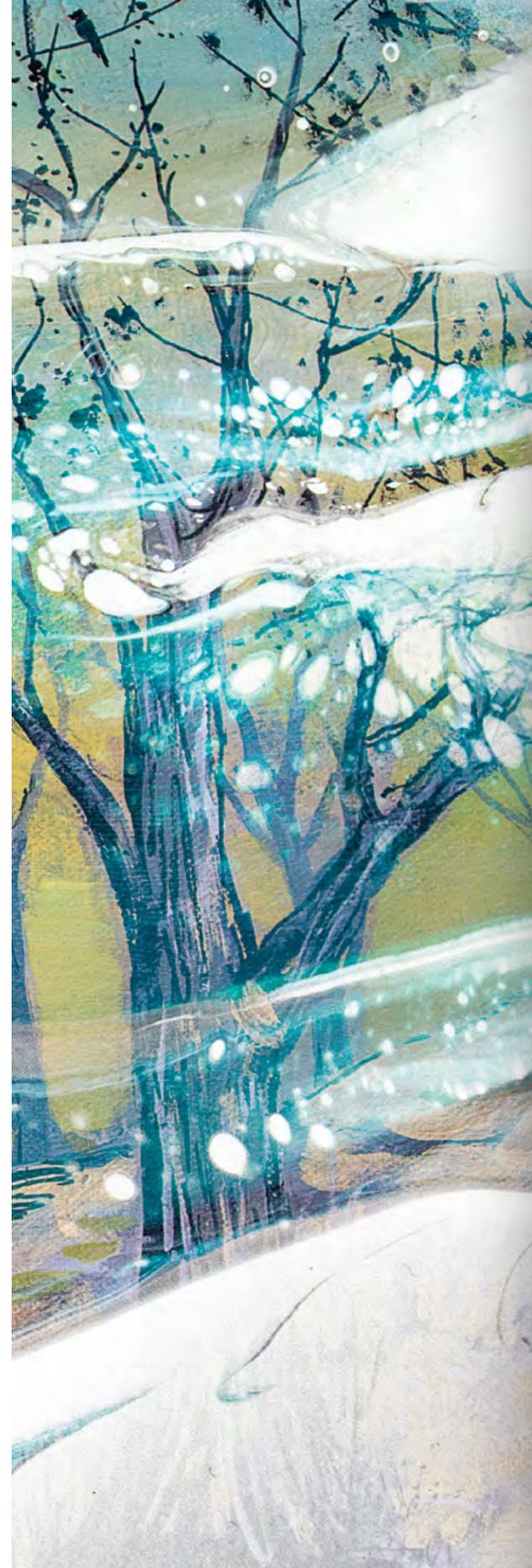
SECTION THIRTEEN
PHILANTHROPY



“IN ORDER TO EMPOWER OURSELVES, WE HAVE TO WORK ON OURSELVES. IT’S A JOURNEY. AND BY EMPOWERING OURSELVES, WE EMPOWER OUR FAMILY, WE EMPOWER OUR COMMUNITY, AND WE EMPOWER OUR COUNTRY.”

- From “Get to Know: Lynne Groulx”

(May 30, 2022)



PHILANTHROPY

In recent years, corporations have increasingly recognized the importance of reconciliation as a fundamental pillar of their corporate social responsibility policies and initiatives. The Truth and Reconciliation Commission of Canada’s Call to Action 92 calls on corporate Canada to adopt a reconciliation framework and to create meaningful inclusion in the Canadian economy for Indigenous Peoples.

NWAC’s Philanthropy Unit was established to secure long-term partnerships and funding from private sources, including corporate entities to enable NWAC to support Indigenous WG2STGD people in reclaiming their identity, culture, and well-being, while also fostering economic independence.

This commitment to reconciliation has been exemplified through the remarkable partnerships formed with companies such as Hillberg & Berk, L’Oréal Canada, and Sephora Canada. These partnerships not only generated vital funds for NWAC but also contributed to raising awareness and amplifying Indigenous voices on critical issues.

As we reflect on the achievements of the 2022-23 fiscal year, it is clear that these corporate partners have demonstrated their dedication to fostering unity, understanding, and empowerment, shaping a future where Indigenous communities thrive and reconciliation is at the forefront of social change.



Partnership Initiatives

HILLBERG & BERK

A staunch supporter and ally, Hillberg & Berk, partnered with Mrs. Universe 2015 – Indigenous trailblazer – Ashley Callingbull to launch a new jewelry collection titled the “Orange Sparkle Collection.” Proceeds from sales of pieces from this collection were donated to NWAC to support the work that we do to create opportunities for Indigenous WG2STGD people to develop the skills they need to improve their socio-economic well-being and uplift themselves, their families, and their communities.

This campaign not only raised much needed funding for NWAC, but it also helped spread awareness of our mission to new audiences.

In May 2022, Hillberg & Berk profiled NWAC CEO, Lynne Groulx, in their “Know Her” series. The interview provided an opportunity to highlight the critical work that NWAC does to uplift Indigenous WG2STGD people including the establishment of our resiliency lodges.

“Colonial beauty standards are still prominent in the media. This is why NWAC is determined to change the narrative – uplifting the diversity and beauty of Indigenous languages, cultures and identities. Fostering a more inclusive community where healing and expression of individual experiences is embraced is so important. It was truly inspiring to hear from the participants of this national roundtable.”

- Lynne Groulx, NWAC CEO

(comments on Indigenous Beauty Roundtable) - [Press release](#)

L'ORÉAL CANADA

L'Oréal Canada made a significant donation to NWAC in 2022-2023 to support the Wabanaki Resiliency Lodge. Their donation was inspired by how the lodge's programming intertwines the healing of people with the healing of the land.

As a strong ally, L'Oréal Canada is focused on sustainability and supports the relationship between Indigenous Peoples and the land as caretakers of nature.



SEPHORA CANADA

In late 2021, Sephora Canada solicited NWAC to partner on the first-ever National Roundtable on Indigenous Beauty. The goal was to decolonize beauty standards and promote a more positive, diverse portrayal of Indigenous WG2STGD people in future campaigns and other media. The result was the joint release of a published report, *Honouring Indigenous Beauty* that outlines how Indigenous beauty can be better represented in beauty advertising and the media. It was also the beginning of a strong partnership.



WHAT WE HEARD



“

What we heard from participants at the National Roundtable on Indigenous Beauty:

“What beauty means to me would be healing within and around. And, embracing all our scars and our trauma, and moving forward through that in a good way.”

“Indigenous beauty is decolonizing conventional beauty standards, acknowledging that beauty does come in all shapes and sizes, all types of skin tones, all types of hair.”

“Since I didn’t see myself in media growing up, it’s why I think it’s so important for me to be so unapologetically Indigenous and Two-Spirit ... proudly Two-Spirit and queer, creating art on my face and on canvas that reflects my identity. The features I was once insecure about, I now use makeup to draw attention to. My partner openly admires my dark brown eyes, and I wouldn’t want it any other way. I made the journey to accept my role in my community. I love myself inside and out, and it truly shows.”



PARTNERSHIP INITIATIVES (CONT.)

To honour the partnership between our organizations and in recognition of the critical work done by NWAC to benefit Indigenous WG2STGD people, Sephora marked its milestone 100th store opening in Winnipeg, Manitoba, with a \$100,000 donation to NWAC in the fall of 2022.

In January of 2023, NWAC was invited to present to 375 of Sephora's staff and top executives at the Sephora Conference in Niagara Falls. Waneek Horn-Miller was the keynote speaker and Tricia Monague provided the overview of NWAC, MMWIG2S+, and our Faceless Dolls project.

For a second year, NWAC was named as Sephora's Charity Rewards partners for the month of June 2022. As part of this program, Sephora beauty members were given an opportunity to donate their Beauty Insider points to NWAC with an additional matched donation from Sephora. Funds raised from the campaign went to NWAC programming.

Words of inspiration from NWAC's grassroots supporters:

"Donated with love, respect and admiration."

- Jacqueline and Tammy, Scotsburn, Nova Scotia, CA

"I offer this donation to honour the lives of Missing and Murdered Indigenous Women and Girls. May your work shine light on those lost, and uplift the spirits of Indigenous women, girls and gender-diverse people across Turtle Island. Thank you!"

- Alaya, Gibsons, British Columbia, CA

"This donation is being made with grateful recognition of the work being done by your organization to build the Wabanaki Resiliency Lodge."

- Leena, Burlington, Ontario, CA

"Thank you for the important work that you do!"

- Alanna, Camrose, Alberta, CA

"The drum of my heart beats with you."

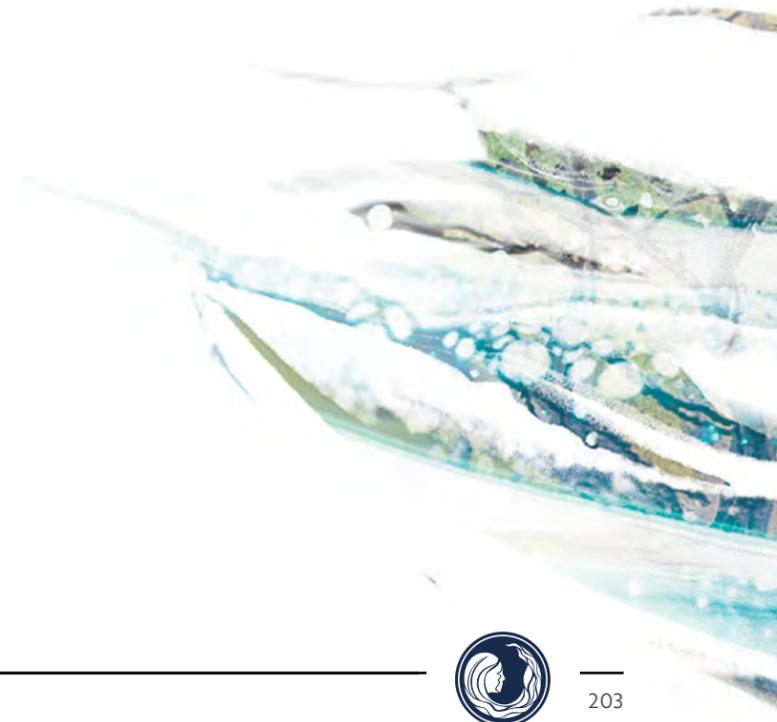
- Sara, Hunstville, Ontario, CA

Grassroots Support

WABANAKI FUNDRAISER

In December of 2022, NWAC's first official online fundraising campaign launched, powered by grassroots supporters from coast to coast to coast. The campaign involved reaching out to our annual donors, monthly donors, social media followers and general supporters through a five-week social media advertising and email campaign.

The funds raised were used to benefit capital expenditures at the Wabanaki Resiliency Lodge.

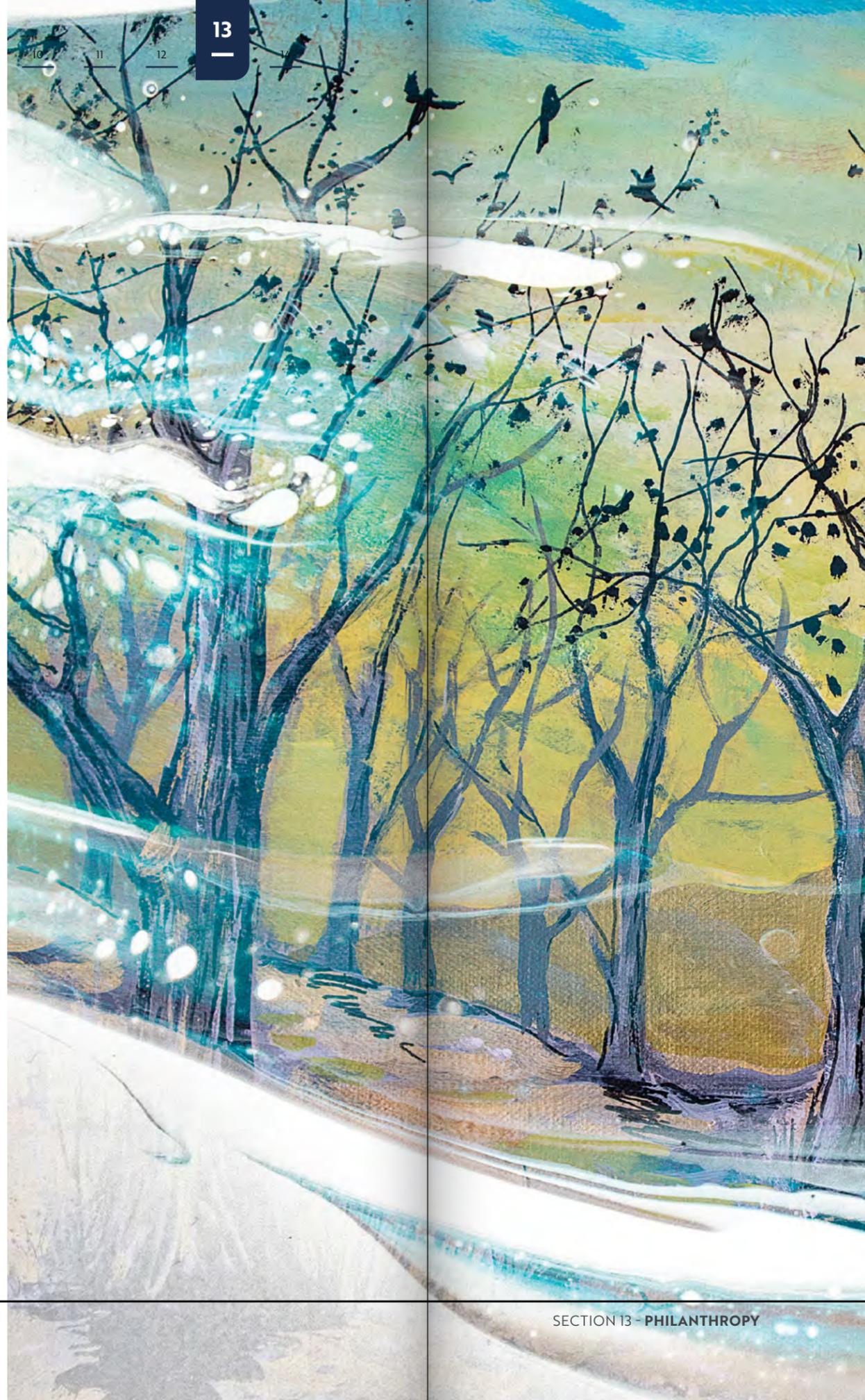


SOWING SEEDS OF HOPE: A MOMENTOUS GIFT NURTURING RESILIENCE AND COMMUNITY

In December of 2022, NWAC received its largest gift in kind donation to date. In partnership with West Coast Seeds and Seeds Canada Program, over 175,000 packets of garden seeds with a retail value of over \$400,000 were donated to NWAC for use at our resiliency lodges and to re-distribute to communities in need.

Seeds were delivered to the Chelsea Resiliency Lodge and plans have begun to disperse them to PTMAs and the Wabanaki Resiliency Lodge.

The seeds are a sign of renewal and empowerment. They can turn empty spaces into beautiful gardens, feeding the body and the soul. NWAC thanks West Coast Seeds and Seeds Canada Program for their partnership, which has made resilience possible and has increased the impact of working together to create a better future where communities thrive, and hope grows.



FOSTERING UNITY: REMARKABLE PARTNERSHIPS THAT SPURRED RECONCILIATION

A great deal of support was received from individuals, small businesses, schools, private and public organizations across Canada.

Notable partners in the 2022-23 fiscal year include McMillan Family Foundation, TruStone Financial, The North West Company, Leading Edge Holdings Ltd, Paula Stromberg, Lifemark Health Group, United Way Greater Toronto, WW Canada, Ltd., Shantilly's Place Ltd, Qualico, Cartaurus Ltd, Canadian Federation of Nurses Unions, Ottawa Catholic School Board, Deloitte, RBC Ventures.

The 2022-2023 fiscal year has been a testament to the power of collaboration and the unwavering support received from a wide array of individuals, organizations, and businesses. The remarkable partnerships forged with Hillberg & Berk, L'Oréal Canada, Sephora Canada and many more have not only raised crucial funds for NWAC but have also amplified our mission and spread awareness to new audiences.

As we reflect on the past year's partnerships and fundraising accomplishments, we are reminded of the profound impact that can be achieved when communities come together with a shared vision of reconciliation and empowerment. NWAC expresses deep gratitude to all the partners, supporters, and donors who have played an integral role in sowing the seeds of hope and nurturing resilience within Indigenous communities. With their continued support, NWAC is steadfast in its mission to create a future where Indigenous women, girls, Two-Spirit, transgender, and gender-diverse individuals thrive, and the path to reconciliation is paved with unity and understanding.



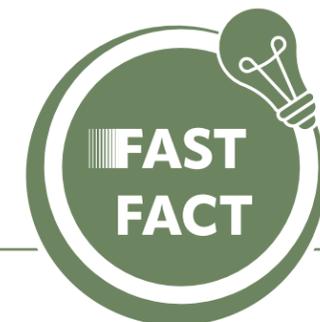
SECTION FOURTEEN
FINANCIAL



FINANCIAL

The Native Women's Association of Canada reported a surplus of \$114,861 for the year ended March 31, 2023.

The portfolio of projects this past year is considerably higher than the previous year. NWAC's continued success working with many federal government departments has enabled us to work in all our program delivery areas. The stability in project funding is a result of our ability to successfully deliver on our mission to advocate for and inspire women and families of many Indigenous nations. The teams that develop the proposals and implement the projects are highly dedicated to our mission. Their efforts have had a significant impact on NWAC's growth.



\$723,000

In the past year, NWAC continued to attract many donors, who contributed over \$723,000. The generous donations from friends of NWAC has meant we were able to work beyond the constraints of our program and project funding.

THE PORTFOLIO OF PROJECTS THIS PAST YEAR IS CONSIDERABLY HIGHER THAN THE PREVIOUS YEAR. NWAC'S CONTINUED SUCCESS WORKING WITH MANY FEDERAL GOVERNMENT DEPARTMENTS HAS ENABLED US TO WORK IN ALL OUR PROGRAM DELIVERY AREAS.

Café, Store & Meeting Rooms

This past year, NWAC also ramped up its commercial activities operating out of the Social, Cultural, and Economic Innovation Centre at 120 Promenade du Portage in Gatineau. Our store, café, and meeting room rentals with catering increased in revenue by over \$600,000 from the previous year.

We are confident that with more marketing of these services we will be able to significantly increase the revenue even further. NWAC will engage in new initiatives in 2023-2024 to further diversify our funding sources. The organization's goal is to become more self-sufficient and better positioned to deliver on our mission and mandate.

AS OF MARCH 31,
2023, NWAC HAD:

\$3
MILLION Net assets
in excess

\$30.1
MILLION Current
assets

\$24.3
MILLION Including
cash





**NWAC ANNUAL GENERAL
ASSEMBLY 2023**

2022-2023 ANNUAL REPORT



**NATIVE WOMEN'S
ASSOCIATION OF CANADA**

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