



Native Women's Association of Canada
10-Point Action Plan in Response to National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG)

1. Faces of Justice Grassroots Tour: Involve and Engage Families and Community

In 2012, the Native Women's Association of Canada (NWAC) launched phase 1 of the Faceless Doll Project. The project was initiated to raise awareness about the tragedy of missing and murdered Indigenous women and girls and to give a voice to the voiceless.

Phase 2, which coincided with the release of the final National Inquiry report, is called *Putting a Face on Justice: From Calls for Justice to Action*, NWAC is distributing an Honouring Project toolkit containing a guide, colouring book and pencils, coloured felt sheets, doll patterns and accessories to create dolls — all the materials necessary to give a face to those women and girls who were once faceless. Toolkits were distributed to each Member of Parliament and to NWAC PTMAs; they will also be presented at international meetings.

The Honouring Project represents both a fitting tie-in to the release of the National Inquiry's final report *Reclaiming Power and Place* and a new beginning.

2. Produce a Research Gap Analysis in Partnership with Nanos Research

As the national voice for Indigenous women, girls and gender-diverse people in Canada, NWAC will quantify the scope of the National Inquiry's 231 Calls for Justice in order to keep a spotlight on the critically important issue of missing and murdered women, to advance national and international dialogue, and to ensure their implementation. NWAC is currently in discussions with Nanos Research on how best to produce a gap analysis of the Calls to Justice. With such a public benchmark, NWAC will be able to monitor progress on Indigenous women's issues.

The research project will begin with a review of current research, followed by the identification of gaps in information and priorities for measurement.

The gap analysis and report card will serve as a practical guide for First Nations, Inuit and Métis leaders, elected officials, stakeholders, the public and the media.

3. Develop International, Collaborative Partnerships

NWAC will seek the support of international human rights defenders, United Nations treaty bodies and the Organization of American States (OAS) to ensure the implementation of the 231 Calls for Justice. NWAC will also advocate for a broader definition of genocide. A multi-pronged approach will include:

- inviting the OAS Secretary General, UN Special Rapporteur on the Rights of Peoples and the UN Special Advisor on Genocide for academic visits to Canada;
- organizing a high-level national and international working table on the definition of genocide;
- lobbying the secretariat for the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) for the development of a general comment on genocide and women; and
- submitting reports to CEDAW's Committee on the Elimination of Racial Discrimination (CERD) and the Human Rights Council on the implementation of the Calls for Justice and the broadening of the definition of genocide.

4. Monitor and Evaluate Progress on 231 Calls for Justice and Commentary on Genocide

To maximize our efforts concerning the evaluation and continued monitoring of progress made on the Calls to Justice and commentary on genocide, NWAC will hire at least one full-time employee to work on the post-Inquiry file. As well, NWAC will:

- develop and implement a workplan and monitoring and evaluation plan that will incorporate feedback from the NWAC PTMAs;
- publish Calls for Justice evaluations on social media and the NWAC website and ensure broad distribution of those materials at the national and international levels;
- monitor and document post-Inquiry media coverage of the Calls for Justice;
- participate in post-Inquiry meetings with government and other stakeholders; and
- seek funds for each PTMA to have a full-time worker on the post-Inquiry file.

5. Build Institutional Awareness

NWAC will design a series of workshops to raise awareness about violence against Indigenous women, its root causes, the MMIWG findings, Calls for Justice and colonial genocide. The workshops will be held in NWAC's new Social and Cultural Innovation Centre at 120 Promenade du Portage, in Gatineau, Quebec, as well as in other cities or communities across Canada. They will be made available to government employees, media professionals, legal professionals, police, educators and church members.

6. Influence Policy and Legislation

NWAC will review all legislation and policies relevant to Indigenous women and girls and gender-diverse people using a CRGBA+ lens. NWAC will provide its analysis and recommendations to the House of Commons, Senate of Canada and relevant government stakeholders, and Indigenous and grassroots agencies/people.

7. Provide Training and Workshops to Better Understand History and Colonization

NWAC will develop and deliver a series of workshops on the history of Indigenous women, girls and gender-diverse people in Canada. These workshops will be divided into introductory, intermediate and advanced levels. NWAC will also develop an online Knowledge Centre in order to disseminate information more broadly.

8. Launch Campaign to De-stigmatize Stereotypes

NWAC will develop a strong and clear short-, medium- and long-term social media campaign with the goal to de-stigmatize and end stereotypes regarding Indigenous women, girls and gender-diverse people.

9. Create a Social and Cultural Innovation Hub and Centre of Excellence for Indigenous Women's Business Development

NWAC's Social and Cultural Innovation Centre will be a hub for Indigenous women's resiliency/healing and economic development/entrepreneurship.

The Centre will launch and host a series of revenue-generating activities to support NWAC's financial stability. By diversifying its funding sources through social enterprise, NWAC will develop increased financial independence, as well as greater flexibility in the provision of programs and services. The new home will create the potential for future growth, individual and collective self-sufficiency and self-determination.

With added capacity, NWAC will be able to scale up its programs and projects to better support Indigenous communities. This will include year-round programming and supports for Indigenous women and gender-diverse people and youth-specific programs relating to economic development.

NWAC will also be helping/negotiating on behalf of individual PTMAs that are interested in establishing a Resiliency/Social and Innovation Centre in their province or territory.

10. Promote Understanding and Research on Resiliency, Commemoration and Honouring

NWAC will undertake research on resiliency, commemoration and honouring through the following activities:

- undertake qualitative research on healing and resiliency through consultation with Elders, field workers, survivors and family workers;
- undertake a thorough review of *Reclaiming Power and Place* to assess the recommendations regarding healing;
- undertake international exchanges, in particular with Mexico, as they have been operating community-based centres for women called CAMIs (Casa de la Mujer Indigena); and



- develop a commemoration plan outlining specific activities, including but not limited to dedicated commemoration space on the NWAC website, engaging in social media featuring commemoration, delivering workshops, and dedicating an honouring space within the NWAC Social and Cultural Innovation Centre that includes the NWAC rooftop garden.