

Master List of Previous Recommendations Organized By Theme

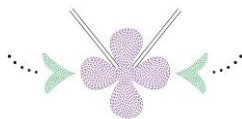
Prepared by the Research Team
November 2017

Table of Contents

Theme 1: The need for a national inquiry into violence against Indigenous women and girls.	3
Theme 2: The need for a federally-coordinated, cross-jurisdictional national action plan to address violence against Indigenous women and girls.	7
Theme 3: The need for federal, provincial and territorial governments to publicly acknowledge and condemn violence against Indigenous women and girls.	11
Theme 4: The need for public education and greater public awareness of violence against Indigenous women and girls.	12
Theme 5: The need for more frequent and accessible transportation services to be made available to Indigenous women.	20
Theme 6: The need to fully ratify and implement international human rights instruments.	24
Theme 7: The need for compensation for family members and/or a healing fund for survivors and families.	27
Theme 8: The need for properly resourced initiatives and programming to address root causes of violence against Indigenous women and girls.	29
Theme 9: The need for programming that addresses violence against Indigenous women and girls led by Indigenous people.	90
Theme 10: The need for more information concerning the performance of programs and strategies meant to address violence against Indigenous women and girls.	109
Theme 11: The need for law reform of discriminatory legislation.	110
Theme 12: The need for more comprehensive information-sharing concerning violence against Indigenous women.	115
Theme 13: The need for better supported community-based first response.	122



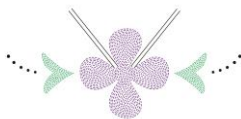
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Theme 14: The need to better protect Indigenous women involved in survival sex work or who are being trafficked for sex.	126
Theme 15: The need for measures to improve relationships between police services and Indigenous communities.	134
Theme 16: The need for more responsive, transparent, and accountable policing: investigations, prosecutions, and oversight.....	184
Theme 17: The need for properly resourced and accessible community and restorative justice measures.	223

This document contains recommendations from the 98 reports reviewed by the National Inquiry to date. All recommendations are in their original wording and are organized under 17 overarching themes:

1. The need for a national inquiry into violence against Indigenous women and girls.
2. The need for a federally-coordinated, cross-jurisdictional national action plan to address violence against Indigenous women and girls.
3. The need for federal, provincial and territorial governments to publicly acknowledge and condemn violence against Indigenous women and girls.
4. The need for public education and greater public awareness of violence against Indigenous women and girls.
5. The need for more frequent and accessible transportation services to be made available to Indigenous women.
6. The need to fully ratify and implement international human rights instruments.
7. The need for compensation for family members and/or a healing fund for survivors and families.
8. The need for properly resourced initiatives and programming to address root causes of violence against Indigenous women and girls.
9. The need for programming that addresses violence against Indigenous women and girls led by Indigenous people.
10. The need for more information concerning the performance of programs and strategies meant to address violence against Indigenous women and girls.
11. The need for law reform of discriminatory legislation.
12. The need for more comprehensive information-sharing concerning violence against Indigenous women.
13. The need for better supported community-based first response.
14. The need to better protect Indigenous women involved in survival sex work or who are being trafficked for sex.
15. The need for measures to improve relationships between police services and Indigenous communities.
16. The need for more responsive, transparent, and accountable policing: investigations, prosecutions, and oversight.
17. The need for properly resourced and accessible community and restorative justice measures.



Theme 1: The need for a national inquiry into violence against Indigenous women and girls.

Report: Police Abuse of Indigenous Women in Saskatchewan and Failures to Protect Indigenous Women from Violence, 2017

- Ensure that the Commissioners of the National Inquiry into Missing and Murdered Indigenous Women investigate police agencies and, when the Commissioners remit information back to civilian oversight bodies on matters they believe to be police misconduct, they should do so in a way that does not violate the trust of witness complainants, or prevent the Inquiry from reporting on how to reform police complaints commissions. This recommendation should be acted on in accordance with Call to Action 41 of the Truth and Reconciliation Commission. (federal)

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013

- “Establish a national commission of inquiry into the murders and disappearances of indigenous women and girls before the end of 2013”
- “Ensure that a public inquiry takes place into the violence experienced by indigenous women and girls in northern British Columbia”
- “Encourage Canada to launch a national inquiry into the murders and disappearances of indigenous women and girls”

Report: Coordinated and Urgent Action to End Violence Against Indigenous Women and Girls – Towards a National Action Plan – Assembly of First Nations, 2012

- “The Assembly of First Nations recommends the Government of Canada immediately strike an independent and inclusive National Public Commission of Inquiry on Violence Against Indigenous Women and Girls, with the full support and participation of Provinces and Territories”
- “The Assembly of First Nations recommends that an inclusive, outcome oriented inter-governmental mechanism be created, inclusive of Indigenous women and girls, elected leadership and federal and provincial Ministers, to develop a comprehensive action and implementation plan to address the high incidences of violence against Indigenous peoples”

Report: Blueprint for an Inquiry: Learning from the Failures of the Missing Women Commission of Inquiry - British Columbia Civil Liberties Association, Pivot Legal Society, British Columbia Legal Education and Action Fund, 2012



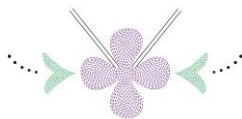
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 1. Commissions must ensure that marginalized individuals and groups who could contribute to the Commission's work have meaningful opportunity, including funding and legal representation if necessary, to participate in inquiry processes.
- 2. Commissions should prioritize using the infrastructure, expertise and staff of existing community organizations to facilitate the participation of marginalized groups by providing those groups with additional resources to support the commission, rather than try to create new resources.
- 3. The consultation process should include an educational component for commission staff to assist them in understanding culturally appropriate and effective ways to gather evidence and conduct itself
- 4. Where the establishing government body fails to support the full participation of marginalized communities, a commissioner must act to protect their participatory rights. These steps should start with consultation with affected groups about best responses to the government interference and end with, if necessary, the resignation of the commissioner
- 5. For all future public inquiries, compensation for commissioners of inquiries should be commensurate with judicial salaries and commission counsel salaries should not exceed that of Crown Counsel.
- 6. Terms of Reference should be developed in consultation with communities that are directly affected by the prospective inquiry or who have called for the inquiry.
- 7. Those whose conduct is being investigated by the inquiry should have an extremely limited role in influencing the development of the terms of reference
- 8. Given the nature of an inquiry as seeking systemic reforms, terms of reference must be broad enough to capture systemic factors and cause
- 9. Psychosocial, legal and any other supports that are reasonably required to facilitate participation by marginalized witnesses should be provided to them.
- 10. Supports must be culturally appropriate, adequately resourced, and available from well before a witness gives their testimony until well after their testimony is complete. Inquiries should work in partnership with established community organizations to design and deliver supports, while understanding that these organizations have limited funding that is entirely focused on their core mandates. Additional financial support may be required for these groups to assist.
- 11. The possibility of amnesty for witnesses must be considered and publicly debated in the context of each individual inquiry



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 12. Procedural protections for marginalized witnesses who fall into protected grounds under provincial or federal human rights legislation should be established at the outset of proceedings, and can include anonymity, publication bans, limits on cross examination, and other legal protections.
- 13. If a marginalized witness claims this protection, the onus should be on any party challenging those protections to demonstrate why the witness is not entitled to the protection requested.
- 14. Inquiries should be launched as soon as is practically possible after the event in question
- 15. Except where exemptions already exist in the law or the terms of reference or the rules of the commission itself, commissioners should follow the common law rules around disclosure.
- 16. Applications by parties for disclosure or the calling of particular witnesses should be decided in a timely manner, as a matter of convenience for all where those applications involve evidence that may impact on upcoming witnesses, but especially where the requests come from marginalized participants.
- 17. Parties must disclose documents in a timely manner, and documents should be disclosed in advance of the calling of witnesses. Commissioners of inquiry must not hesitate to use court processes to compel timely and complete document disclosure
- 18. Procedural protections for marginalized witnesses must not come at the expense of their ability to influence equally the purpose and outcomes of the inquiry.
- 19. Creative approaches for collecting evidence should be explored, such as trained statement-takers from supportive community organizations, and facilitated to ensure that witnesses are able to share their information completely.
- 20. When a public inquiry targets in whole or in part the activities of the police, current or former members of the police should not be hired to organize or coordinate the inquiry, or be retained to prepare supposedly “independent” reviews of the evidence that will be heard at the inquiry.
- 21. Experts chosen by a commission of inquiry should be chosen solely on the basis of qualifications, relevance, availability and independence, not because they are available at no cost and are soliciting participation.
- 22. When determining funding levels for public interest or community interveners at a public inquiry, a rough balance should be struck between the legal resources available to government and non-government interests represented. The principle of the indivisibility of the Crown should govern when evaluating the amount of public funding dedicated to protecting and promoting government and government agent interests as compared to public funding dedicated to particular community or public perspectives.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



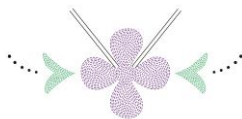
- 23. Organizations and individuals in conflicts of interest, following the definition of the Supreme Court of Canada and the Law Society of the relevant jurisdiction, should not be hired to be experts or staff of an independent inquiry.

Report: No More Stolen Sisters: the Need for a Comprehensive Response to Discrimination and Violence Against Indigenous Women in Canada - Amnesty International, 2008

- “At the earliest opportunity, the provincial government should establish a public inquiry into police handling of the cases of women who are reported to have gone missing from Downtown Eastside in Vancouver”

Report: Missing and Murdered Indigenous Women in British Columbia, Inter-American Commission on Human Rights 2015

- The IACHR strongly supports the creation of a national-level action plan or a nation-wide inquiry into the issue of missing and murdered indigenous women and girls, in order to better understand and address the problem through integral approaches. The IACHR considers that there is much more to understand and to acknowledge in relation to the missing and murdered indigenous women. This initiative must be organized in consultation with indigenous peoples, particularly indigenous women, at all stages from conception, to establishing terms of reference, implementation and evaluation.(para 309)



Theme 2: The need for a federally-coordinated, cross-jurisdictional national action plan to address violence against Indigenous women and girls.

Report: Police Abuse of Indigenous Women in Saskatchewan and Failures to Protect Indigenous Women from Violence, 2017

- With leadership from Indigenous women, Two-Spirit people, and communities, ensure that the findings of the National Inquiry into Missing and Murdered Indigenous women and girls lead to the development and implementation of a national action plan to address violence against Indigenous women and girls that responds to and eliminates the structural roots of the violence, and improves the accountability and coordination of government bodies charged with preventing and responding to the violence. (federal)

Report: FPT Justice Framework to Address Violence Against Indigenous Women and Girls, 2016

Priorities:

- Taking a national approach to addressing violence against Indigenous women and girls, while respecting the different situations and priorities in each jurisdiction.

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013

- “With leadership from indigenous communities, develop and implement a national action plan to address violence against indigenous women and girls that addresses the structural roots of the violence as well as the accountability and coordination of government bodies charged with preventing and responding to violence”

Report: Collaboration to End Violence: National Aboriginal Women’s Forum: Report on Outcomes and Recommendations from Working Sessions - Province of BC’s Ministry of Aboriginal Relations and Reconciliation and the Native Women’s Association of Canada, 2011

- “Federal, provincial and territorial governments and national and regional Aboriginal leadership need to develop and implement a multi-year national strategy to facilitate collaboration and partnerships with Aboriginal organizations to develop and implement community-based solutions to address violence against Aboriginal women”
- “Establish a National Centre of Excellence focused on violence against First Nation, Métis and Inuit Women”

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “The MWWG recommends that Ministers ask the Canadian Association of Chiefs of Police to consider a national strategy to ensure consistency in reporting mechanisms for reporting missing persons. This could be developed in conjunction with implementation of a National Data Base”
- “The MWWG recommends that jurisdictions work with law enforcement/police agencies to ensure that the public is made aware of reporting practices for missing persons in their jurisdiction; to evaluate the adequacy of current educational mechanisms; and consider how to make information more accessible through websites. This could include a national public education campaign about missing persons’ issues and police policies and procedures in order to change misconceptions”

Report: No More Stolen Sisters: the Need for a Comprehensive Response to Discrimination and Violence Against Indigenous Women in Canada - Amnesty International, 2008

- “As a matter of urgent priority, the federal government should work with Indigenous women and representative organizations and provincial and territorial officials to develop and implement a comprehensive, coordinated national plan of action in keeping with the scale and seriousness of the violence and discrimination experienced by Indigenous women”

Report: A Strategic Framework to End Violence against Wabanaki Women in New Brunswick, New Brunswick Advisory Committee on Violence against Aboriginal Women, 2008

- 1. Continue ongoing work to coordinate services, and address jurisdictional gaps within each service or program delivery area, between departments and jurisdictions. The federal, provincial and First Nation governments will need to take the lead for this as this should be done for programming in the federal, provincial and First Nation spheres of authority.

Report: Strategic Framework to End Violence Against Women - Ontario Native Women’s Association & Ontario Federation of Indian Friendship Centres, 2007

- “That a specific *Strategy to End Violence Against Aboriginal Women* be developed, adopted, resourced and implemented, consistent with the principles and design set out in this document”

Report: Missing and Murdered Indigenous Women in British Columbia, Inter-American Commission on Human Rights 2015

- The IACHR strongly supports the creation of a national-level action plan or a nation-wide inquiry into the issue of missing and murdered indigenous women and girls, in order to better understand and address the problem through integral approaches. The IACHR considers that there is much more to understand and to acknowledge in relation to the missing and murdered indigenous women. This initiative must be organized in consultation with indigenous peoples, particularly indigenous women, at all stages from conception, to establishing terms of reference, implementation and evaluation. (para 309)



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- the IACHR strongly urges the need for better coordination among the different levels and sectors of government.(para 307)
- The IACHR considers that full compliance with the already established recommendations of the Oppal report is necessary and will bring about important advances. Drawing from those recommendations, the IACHR stresses the importance of appointing a new Chair of the Advisory Committee on the Safety and Security of Vulnerable Women as soon as possible (Para 312).

Report: Report on the 2011 Western Regional Forum on Supporting Families of Missing Persons, Policy, Planning and Evaluation Branch of Ministry of Justice and AG, 2011

(Note: these are really calls for more coordinated action)

- 3. Make a commitment – In order for any progress to be made it is important to have all agencies committed as well as to clearly identify who can do what, who is willing to do what and name various subgroups that are willing to provide assistance and help create strategies.
- 4. Build relationships – All Forum participants are responsible to build and maintain cross-jurisdictional relationships in order to work toward our goals and provide the best services possible to missing persons and their families.
- 5. Identify champions – Every province and territory is tasked with identifying a person who will champion the issue of missing persons.
- 6. Identify a key point or person – Participating jurisdictions will identify one person who is linked to many services and professionals that knows how to help families of missing persons.

Report: Invisible Women: A Call to Action, A Report on Missing and Murdered Indigenous Women in Canada, Special Committee on Violence Against Indigenous Women, 2014

- Recommendation 16 That the federal government implement all of the recommendations above in a coordinated action plan.

Report: A Strategic Framework to End Violence Against Aboriginal Women, Ontario Native Women's Association Ontario Federation of Indian Friendship Centres, September 2007

- That a specific Strategy to End Violence Against Aboriginal Women be developed, adopted, resourced and implemented, consistent with the principles and design set out in this document

Report: Stolen Sisters – A Human Rights Response to Discrimination and Violence Against Indigenous Women in Canada, Amnesty International 2004



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- undertake a review of outstanding recommendations from Canadian commissions, inquiries and inquests pertaining to the safety and welfare of Indigenous people with a view to ensuring their timely implementation.
- clearly outline the measures taken to address the problem of violence against Indigenous women in Canada in reports to relevant UN human rights bodies, including the Committee on the Elimination of Discrimination against Women, the Committee on the Elimination of Racial Discrimination and the Human Rights Committee.
- The federal government should commit to fully implementing outstanding recommendations of the Royal Commission on Aboriginal Peoples which address poverty and social marginalization of Indigenous people in Canada, as has repeatedly been urged by United Nations treaty bodies.

Report: Provincial Association Against Family Violence, Moving Toward Safety: Responding to Family Violence In Aboriginal and Northern Communities of Labrador, 2002

- A comprehensive evaluation process for all initiatives to ensure that goals and objectives are realized.



Theme 3: The need for federal, provincial and territorial governments to publicly acknowledge and condemn violence against Indigenous women and girls.

Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report") - Missing Women Commission of Inquiry, 2012

- “That Provincial Government appoint two advisors, including one Aboriginal Elder, to consult with all affected parties regarding the form and content of the apologies and other forms of public acknowledgement required as a first step in the healing and reconciliation process”
- “That the Provincial Government appoint two advisors, including one Aboriginal Elder, to consult with all affected parties regarding the structure and format of this facilitated reconciliation process and to consider mechanisms for funding it. These consultations and recommendations could be undertaken together with recommendation 3.1”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

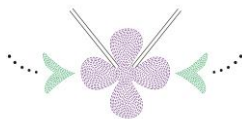
- “Provide more public recognition of the damage done by residential schools and more healing programs to address addictions and their effects on family relationships”

Report: Pauktuuit, National Strategy to Prevent Abuse in Inuit Communities and Sharing Knowledge, Sharing Wisdom – A Guide to a National Strategy, 2006

- “Make abuse in Inuit communities a priority issue”

Report: Stolen Sisters – A Human Rights Response to Discrimination and Violence Against Indigenous Women in Canada, Amnesty International, 2004

- “Publicly condemn the high rates of violence against Indigenous women – whether within Indigenous communities and society as whole -- and make public their plans to address the crisis”



Theme 4: The need for public education and greater public awareness of violence against Indigenous women and girls.

Report: Protecting Sacred Lives Urban Aboriginal Youth Domestic Trafficking in Persons Policy Research Report

3. Increase Awareness

I. Develop a broad public awareness campaign involving advertisements and visual public media using a community development approach with experiential individuals delivering the messages

II. Tailor awareness efforts to youth and target specific sub-populations of children and youth who are at high risk; these efforts need to be accessible to young people, i.e. utilizing the internet, texting, social media such as Facebook and YouTube, etc., and should include information about offenders' grooming behaviours and other means of preying on victims and the vulnerabilities associated with trafficking and related forms of exploitation

III. Disseminate prevention toolkits and materials aimed to provide better information and advice to parents, communities, schools, service providers and police about risk factors, grooming techniques and available resources

IV. Disseminate sexual education toolkits and materials that provide information and discussion templates to parents, foster parents, educators, public health and other relevant service providers

V. Proactively engage with community members and local businesses to reduce the demand for sex in their neighbourhoods

Report: 2016 National Roundtable on Missing and Murdered Indigenous Women and Girls: Outcomes and Priorities for Action to Prevent and Address Violence Against Indigenous Women and Girls

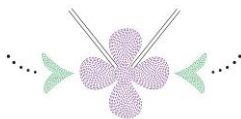
4. Implement a Canada-wide prevention and awareness campaign focused on changing public perception and attitudes to help end violence against Indigenous women and girls.

Report: Invisible Women: A Call to Action, A Report on Missing and Murdered Indigenous Women in Canada, Special Committee on Violence Against Indigenous Women, 2014

- Recommendation 1 That the federal government learn from the stories of the families of missing and murdered Aboriginal women and girls and work with the provinces, territories and municipalities to create a public awareness and prevention campaign focusing on violence against Aboriginal women and girls in Canada.
- Recommendation 14 That in implementing the public awareness strategy on substance abuse, the federal government target support to Aboriginal communities



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013

- “Raise the issue of violence against indigenous women and girls in Canada as part of the United Nations Human Rights Council’s Universal Periodic Review”

Report: Summary Report: Yukon Aboriginal Women’s Summit 2 – Strong Women, Strong Communities – Yukon Advisory Council on Women’s Issues and the Yukon Women’s Directorate, 2012

- “Continue to support the development of curriculum in Yukon schools that includes cultural components such as: land claims, the history of Yukon First Nations, traditional roles of First Nation women and men. Ensure children are taught traditional knowledge and culture in indigenous languages as a basis for leadership development”
- “Build on strengths and skills of women, particularly who face violence, through life skills workshops (anger management, healthy relationships, self-esteem, respect, self-care”
- “Develop a leadership program for women and deliver in communities and Whitehorse. Provide leadership training to Aboriginal women (including how to balance work/family responsibilities and personal wellness, communication skills and conflict resolution skills, financial management)”
- “Support and develop a camp for gatherings that will build cultural strength and identity and that teach traditional knowledge and customs, including rites of passage, language, how to cut fish and dry meat, medicines, ceremonies and spirituality”
- “Reduce victim blaming by monitoring statements, comments and other language used by the courts, RCMP, individual, leaders, (and others) when it comes to violence against women”
- “Develop community workshops and education on healthy relationships and violence prevention including sexual assaults and drug and alcohol addiction for adults, youth and front-line workers.

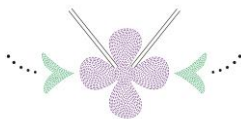
Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report") - Missing Women Commission of Inquiry, 2012

- “That provincial authorities create and maintain a provincial missing person website aimed at educating the public about the missing persons process and engaging them in proactive approaches to prevention and investigation”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Provide information to the former victim and the public when offenders who have been convicted of crimes of violence against women, particularly street-engaged women, are released back into the community”
- “Educate youth about the risks of drugs and prostitution”
- “Provide teens with more positive role models, including more Aboriginal role models”
- “Develop a media campaign about missing persons practices, advising people how to report, and make this information widely available”

Report: Collaboration to End Violence: National Aboriginal Women’s Forum: Report on Outcomes and Recommendations from Working Sessions - Province of BC’s Ministry of Aboriginal Relations and Reconciliation and the Native Women’s Association of Canada, 2011

- “Activities for children designed to prevent violence and promote healthy relationships should be incorporated into elementary school activities and begin in the primary grades”
- “Working in partnership with Aboriginal communities and leadership, establish a virtual centre, clearinghouse or similar online resource where information and resources on violence against Aboriginal women can be aggregated and made publicly available”
- “Develop and implement a national campaign that focuses on a message of zero tolerance for domestic violence”
- “As individuals and organizations, take action to educate the media about violence against Aboriginal women and girls, encourage media to report responsibly and respectfully about Aboriginal peoples, cultures and history, and acknowledge and honour them when they do”
- “Use social media and other web platforms for a campaign focused on women and youth, to educate and share information and resources, address root causes and prevention of abuse, and draw on traditions and a holistic approach to violence”

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- “The MWWG recommends that FPT Ministers Responsible for Justice direct officials to engage in discussions with health professionals and other affected professional bodies to ensure that the existing protocols and legislation in each jurisdiction are adequate to address the public safety exemptions or whether legislative changes are required”
- “The MWWG recommends that jurisdictions work with law enforcement/police agencies to ensure that the public is made aware of reporting practices for missing persons in their jurisdiction; to evaluate the adequacy of current educational mechanisms; and consider how to



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



make information more accessible through websites. This could include a national public education campaign about missing persons' issues and police policies and procedures in order to change misconceptions"

- "The MWWG recommends that FPT Ministers Responsible for Justice support, as a priority, the work of the Multi-Provincial Strategy on Missing Persons & Unidentified Remains to establish a national missing person database containing both police missing person information and information on unidentified human remains. This database should be accessible to and searchable by both police and coroners or medical examiners, with designated sections accessible to the public by website"
- "The MWWG recommends that jurisdictions support the recommendations of the Saskatchewan *Provincial Partnership Committee on Missing Persons*' Report that the police develop media and public communications protocols to implement best practices to disseminate information about missing persons and to request the public's help in locating a missing person"
- "The MWWG recommends that jurisdictions encourage police investigators involved in cases of missing or murdered women to design and implement effective media plans in order to ensure proactive and strategic use of media sources for educating and soliciting information from the public concerning details of the investigation"
- "The MWWG recommends that media best practices should be developed in consultation with police and media and made public"

Report: Final Report: Strengthening the Circle to End Violence Against Aboriginal Women Ontario Federation of Indian Friendship Centres; Ontario Native Women's Association; Métis Nation of Ontario; Independent First Nations, 2010

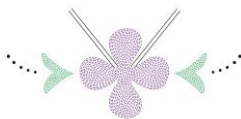
- "Invest in education to prevent violence"

Report: Report on the 2011 Western Regional Forum on Supporting Families of Missing Persons, Policy, Planning and Evaluation Branch of Ministry of Justice and AG, 2011

- 7. Pursue partnerships and support – Forum members will continue to contact other organizations and groups in order to build positive partnerships that will help raise awareness
- 8. Seek national attention – It will be important to get the report on the schedule of Federal, Provincial and Territorial Deputy Ministers Responsible for Justice. There is an International Symposium on Victim Issues being organized by Public Safety Canada for November 2011, where we may be able to present our results in a national setting. A panel presentation may occur at this conference, in order to link more partners and gain more support.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 9. Raise awareness – All participants are responsible for presenting the key findings of this Forum back to their organizations and jurisdictions. There needs to be an ongoing effort in creating and maintaining awareness of this issue.
- 10. Provide feedback for NPSCMP's public website – Sergeant Prosper has indicated that she would be appreciative of feedback from various sources for her project. Participants are encouraged to provide feedback within one year so that a national website can be developed.
- 14. Develop and implement a communication strategy – A strategy will be developed so that members of the Forum can communicate with one another to provide feedback.
- 15. Increase public support – Commitment and support is necessary in making sure that this issue remains a priority.

Report: A Strategic Framework to End Violence against Wabanaki Women in New Brunswick, New Brunswick Advisory Committee on Violence against Aboriginal Women, 2008

- 8. Provide regular updates to NBAWCI on developments and research in the area of violence and Aboriginal Women by the Women's Issues Branch.
- 14. Provide information and training on existing initiatives to service providers on and off reserve as well as Wabanaki individuals where appropriate so that these reach Wabanaki people on and off reserve, e.g., suicide prevention, tool kits dealing with violence against Aboriginal women.
- 16. Identify areas of service and support where information is not generally available for service providers assisting Wabanaki women, children and community members dealing with violence and develop the necessary public education initiatives
- 17. Develop tools and materials to catalyze and assist the process of rebuilding healthy Wabanaki relationships.
- 18. Develop a culturally appropriate communication strategy to bring awareness and attention to the issue of violence against Wabanaki women and children.
- 30. Update public school curricula to include Wabanaki experiences and perspectives on history, using an approach that will foster both an acknowledgement of the past and opportunities to explore building healthy and reciprocal relationships with others. Both the Department of Education and First Nation leaders will need to take a lead for this for schools located both on and off reserve.
- 31. Develop and implement education and animation processes for Wabanaki peoples to learn about their histories and move forward in rebuilding healthy relationships within their communities, with each other, and with other people living in New Brunswick.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 35. Undertake outreach and public education activities to inform Wabanaki women about the options and services available to them in dealing with abuse and violence.
- 49. Complete an inventory of public education and training initiatives available that relate to violence against Wabanaki women and children. The Advisory Committee on Violence against Aboriginal Women should take on this task with secretariat support.

Report: Final report of the Provincial Partnership Committee on Missing Persons, October 2007

- Recommendation: Supports need to be developed by the Provincial Partnership Committee or other partner organizations to help families deal with a missing person situation:
 - Families require a simple checklist to follow of actions they can or should take, such as determining who the family contact person is with the police, with the media, or the type of information they might look for to assist the police in the investigation;
 - Families require a media kit or information on dealing with the media to help them understand the issues and relationship that may develop during an investigation in terms of providing information to the media or responding to media inquiries; and
 - Family members who are involved in supporting a missing person investigation may need financial and emotional support from community members or organizations.
- Recommendation: The media is encouraged to develop best practice standards in dealing with missing person cases which include consistent, neutral messaging sensitive to the family and cultural circumstances.
- Recommendation 7.0: As a priority, the Provincial Partnership Committee or another agency, with relevant community stakeholders, should be tasked to develop information/education materials to provide a factual overview of all aspects of missing person situations.
- Recommendation 7.1: Agencies that deal with at risk populations should establish teams to conduct presentations on awareness, prevention and personal safety to social and professional networks throughout the province.
- Recommendation 7.2: The Provincial Partnership Committee or another agency should be tasked to compile and maintain an inventory of agencies involved in missing person cases to support networking and a publicly accessible inventory of existing or new educational materials on prevention and personal safety.
- Recommendation 7.3: Police, as part of communications with the public, should ensure that information about police policy, procedure and practices related to missing persons cases and the role that the public can play in assisting in missing persons cases is generally available.



- Recommendation 8: Saskatchewan Learning should include awareness about the risks of going missing or facing missing children and youth in all schools through health education programs and encourage educators and School Community Councils to continue to build awareness through access to materials, speakers, or other programming.

Highway of Tears Symposium Report Recommendations, 2006

- Recommendation #10 - That an annual awareness and prevention campaign be delivered to every; elementary school, high school, college, university, and silviculture company located in, and between, the cities of Prince Rupert and Prince George prior to the hitchhiking and tree-planting season.
- Recommendation #11- That every First Nation Community, and First Nation families living in the towns and cities, located on or near Highway of Tears, be targeted for a more intensive awareness and prevention program.
- Recommendation #14 - That media campaigns be launched on the subject of the murdered and missing women, and more specifically contain key victim prevention measures targeting young women viewers and readers along the Highway of Tears.

Pauktuuit, National Strategy to Prevent Abuse in Inuit Communities and Sharing Knowledge, Sharing Wisdom – A Guide to a National Strategy, 2005

- Raise awareness and reduce tolerance for abuse

Report: Nuluaq Project, Research Report: Applying Inuit Cultural Approaches in the Prevention of Family Violence and Abuse, 2005

- 6. A Nunavut, Nunavik, Nunatsiavut and Northwest Territories program designed to educate families and young people about the role healers can and should play in the building of healthy families.
- 8. The direct involvement of Inuit healers in open discussion and educational programs designed to bring physical and sexual abuse issues into the open.
- 9. Consultation with Inuit healers in the establishment of counselling services and education programs aimed specifically at male members of Inuit society, designed to address the issues of abuse and the healthy regard of women and children.

Report: No More Stolen Sisters: the Need for a Comprehensive Response to Discrimination and Violence Against Indigenous Women in Canada - Amnesty International, 2008

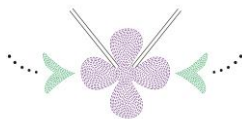
- All levels of government should work with Indigenous peoples to strengthen and expand public education programs, including within the formal school system, that acknowledge and address



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



the history of dispossession and marginalization of Indigenous peoples and the present reality of racism in Canadian society.



Theme 5: The need for more frequent and accessible transportation services to be made available to Indigenous women

Report: 2016 National Roundtable on Missing and Murdered Indigenous Women and Girls: Outcomes and Priorities for Action to Prevent and Address Violence Against Indigenous Women and Girls

2. Improve access to emergency and transitional shelters, particularly for remote and rural communities. In times of crisis, Indigenous women need access to culturally appropriate safety supports closer to their communities.

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- “The MWWG recommends that municipalities and First Nations, as appropriate, work with relevant community agencies and police to establish programs at key places where women rely heavily on hitchhiking, and incorporate strategies such as the shuttle bus transportation system recommended in the Highway of Tears Report”

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013

- “Renew the commitment to implementing the recommendations of the 2006 Highway of Tears Symposium, updated, as necessary, in cooperation with northern indigenous communities”

Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report") - Missing Women Commission of Inquiry, 2012

- “That Provincial Government fully support the implementation of The Highway of Tears Symposium action plan, updated to the current situation and in a manner that ensures involvement of all affected communities along Highway 16”
- “To develop and implement an enhanced public transit system to provide a safer travel option connecting the Northern communities, particularly along Highway 16” (*not a formal recommendation*)

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Implement the 33 recommendations from the 2006 Highway of Tears Symposium report”

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Provide adequate shelters and social services for victims of violence, including in rural areas and with specific culturally-sensitive services”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Provide better low-cost, subsidized or free housing, including more women-only emergency shelters, for women in the DTES”
- “Provide more safe houses and counseling programs run for and by Aboriginal women”

Report: A Framework for Action in Education, Economic Development and Violence Against Aboriginal Women and Girls - BC Aboriginal Affairs Working Group, 2010

- “Increase collaboration and engagement among governments, non- governmental organizations, service agencies, justice systems including courts and police forces, and National and other Aboriginal organizations with the goal of developing more coordinated approaches to address issues of violence against Aboriginal women, including missing and murdered Aboriginal women and girls. This could incorporate support for shelters and safe houses and other local initiatives”

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

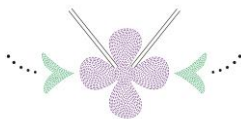
- “The MWWG recommends that municipalities and First Nations, as appropriate, work with relevant community agencies and police to establish programs at key places where women rely heavily on hitchhiking, and incorporate strategies such as the shuttle bus transportation system recommended in the *Highway of Tears Report*”

Report: Final Report: Strengthening the Circle to End Violence Against Aboriginal Women - Ontario Federation of Indian Friendship Centres; Ontario Native Women’s Association; Métis Nation of Ontario; Independent First Nations, 2010

- “Increase the number of Aboriginal shelters and increase the number of shelter beds”
- “Establish shelters for women who have multiple issues (concurrent issues)”
- “Increase the quality and range of services that are provided by the shelters”
- “Increase supports to the shelter workers”
- “Aboriginal shelters and MCSS funded programs are supported to develop board and staff capacity”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Report: A Strategic Framework to End Violence against Wabanaki Women in New Brunswick, New Brunswick Advisory Committee on Violence against Aboriginal Women, 2008

- 44. Research how First Nations in Canada are dealing with housing protocols and bylaws in relation to violence and abuse. Subsequently, First Nation communities should adapt and adopt those that would suit the particular circumstances of their communities.
- 45. Establish Housing Committees in First Nation communities to deal with housing issues, if these do not already exist. These Committees would also deal with those situations that arise as a result of violent situations. Wabanaki women should be fairly represented on these Committees.
- 46. Review existing Canada Mortgage and Housing policies, program requirements and implementation so that all First Nation communities in New Brunswick can equitably access funding for new housing.
- 47. Increase the number of second stage housing units available to assist Wabanaki women and their children.
- 48. Include information on second stage housing in a public education strategy regarding violence and Wabanaki women.

Report: Provincial Association Against Family Violence, Moving Toward Safety: Responding to Family Violence In Aboriginal and Northern Communities of Labrador, 2002

- The establishment of a multi-service unit in a central, policed south-coast community.
- The presentation of this report by the Provincial Association Against Family Violence to the Innu Nation recommending the establishment of a temporary multiservice unit in Davis Inlet, to be replaced by a 24-hour shelter following relocation to Natuashish.
- The establishment of multi-service units in the other fly-in-only, policed communities in northern Labrador.
- Reopening of the Hopedale shelter as a multi-service unit.
- Restructuring of the Nain Safe House to enhance its capacity to exist as a full-service shelter for families of northern Labrador. Changes must occur on several levels including physical space, staff and management training and salary structure.

Report: Highway of Tears Symposium Report, 2006

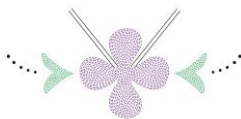
- Recommendation #1 - That a shuttle bus transportation system be established between each town and city located along the entire length of Highway 16, defined as the “The Highway of Tears”.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- Recommendation #2 - That while the RCMP does a commendable job in patrolling the highway; these patrols can no longer drive past a hitchhiker who fits the victim profile.
- Recommendation #3 - That the RCMP be provided the resources to increase their highway patrols during the hitchhiking season, more specifically increase these patrols along the sections of Highway 16 near First Nation communities, towns and cities.
- Recommendation #4 That the Greyhound Bus Company's "free ride" program be expanded, and target marketed to the population in the Highway 16 corridor who fit the victim profile.
- Recommendation #5 - That every Public Sector employee working between Prince George and Prince Rupert be contacted and used as a female hitchhiker detection network.
- Recommendation #6 - That a number of "safe homes" similar to, and possibly including, MCFD and Aboriginal Social Service safe homes be established at strategic locations along the entire length of Highway 16, between the cities of Prince Rupert and Prince George, British Columbia.
- Recommendation #8 - That a number of emergency phone booths be placed along the highway at strategic locations between the Cities of Prince Rupert and Prince George, British Columbia.
- Recommendation #9 - That a number of billboards, and many more posters, be placed at strategic locations along the Highway 16 corridor between Prince George and Prince Rupert, British Columbia.



Theme 6: The need to fully ratify and implement international human rights instruments.

Report: Police Abuse of Indigenous Women in Saskatchewan and Failures to Protect Indigenous Women from Violence, 2017

- Implement without delay all the recommendations of the 2015 UN CEDAW Inquiry Report and cooperate with the UN Committee on the Elimination of Discrimination against Women on all follow-up procedures. (federal)
- Ratify the American Convention on Human Rights and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women (Convention of Belém do Pará). (federal)

Report: Researched to Death: BC Aboriginal Women and Violence, 2005

In regards to human rights, specific actions need to be taken to protect Aboriginal women. Request the United Nations to study and document violence against Aboriginal women. This study needs to determine if there are specific measures being taken by Canada to address the violence against Aboriginal women. The Elimination of Discrimination against Women, the Committee on the Elimination of Racial Discrimination and the Human Rights Committee need to be notified if these actions are working or even being taken. The Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women needs to also be included to ensure Canada is honoring the International human rights for the prevention of violence against Aboriginal women.

Report: No More Stolen Sisters: the Need for a Comprehensive Response to Discrimination and Violence Against Indigenous Women in Canada - Amnesty International, 2008

- “Restoration of funding to fulfill the commitment set out in the Kelowna Accord (First Ministers and National Aboriginal Leaders: Strengthening Relationships and Closing the Gap) to end inequalities in health, housing, education, and other services for Indigenous peoples”
- “Immediate implementation of recommendations of the Canadian Human Rights Commission and the UN Human Rights Committee concerning the treatment of women prisoners, including the creation of a new security risk assessment system”
- “Publicly commit to fully implement the standards contained in the UN Declaration on the Rights of Indigenous Peoples and to engage Indigenous Peoples in discussions about their implementation”

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Ratify the American Convention on Human Rights and the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women (Convention of Belém do Pará)”

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013

- “Cooperate with the United Nations Committee on the Elimination of Discrimination against Women’s inquiry into the issue of missing and murdered indigenous women and girls, including by granting permission for a site visit, and provide similar cooperation to other international human rights bodies that may seek to engage the government on these issues”

Report: Royal Commission on Aboriginal Peoples, 1996

- 1.11.12: Canada participate fully in efforts to develop further international standards to protect Indigenous peoples against arbitrary relocation and ensure that Canadian law incorporates the spirit and intent of international norms, standards and covenants relating to relocation.
- 2.3.1: The government of Canada take the following actions:
 - (a) enact legislation affirming the obligations it has assumed under international human rights instruments to which it is a signatory in so far as these obligations pertain to the Aboriginal peoples of Canada;
 - (b) recognize that its fiduciary relationship with Aboriginal peoples requires it to enact legislation to give Aboriginal peoples access to a remedy in Canadian courts for breach of Canada's international commitments to them;
 - (c) expressly provide in such legislation that resort may be had in Canada's courts to international human rights instruments as an aid to the interpretation of the *Canadian Charter of Rights and Freedoms* and other Canadian law affecting Aboriginal peoples;
 - (d) commence consultations with provincial governments with the objective of ratifying and implementing International Labour Organisation Convention No. 169 on Indigenous Peoples, which came into force in 1991;
 - (e) support the Draft Declaration of the Rights of Indigenous Peoples of 1993, as it is being considered by the United Nations;
 - (f) immediately initiate planning, with Aboriginal peoples, to celebrate the International Decade of Indigenous Peoples and, as part of the events, initiate a program for international exchanges between Indigenous peoples in Canada and elsewhere.



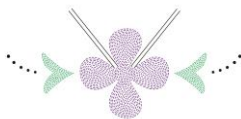
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 4.6.9: The government of Canada make provisions for the participation of Aboriginal governments and organizations in future international agreements concerning environmental stewardship.

Report: A Call for Action, Summary Report, National Aboriginal Women's Summit, 2009

- 16. The Federal Government must adopt the United Nations Declaration on the Rights of Indigenous People and must work with Permanent Forum and Indigenous People's organizations.



Theme 7: The need for compensation for family members and/or a healing fund for survivors and families.

Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report") - Missing Women Commission of Inquiry, 2012

- “That Provincial Government establish a compensation fund for the children of the missing and murdered women”
- “That Provincial Government establish a healing fund for families of the missing and murdered women. These funds should be accessed through an application process pursuant to established guidelines”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Change victim compensation policies to recognize the support contributions made by parents throughout a child’s lifetime and not just at the time of death”
- “Ensure that standards for compensation are equitable and explain any differences clearly, so that survivors receiving compensation do not perceive amounts to be arbitrary”
- “In the case of those in charge of Victim Services and compensation for survivors, recognize that children are not in a position to take pro-active steps towards securing compensation or other programs that are rightfully theirs”
- “Create a legacy fund for children of missing and murdered women to enable them to engage in a range of activities, including tertiary education, recreational and cultural programs, vocational training and therapeutic programs; ensure that the program can be accessed across Canada”
- “Ensure that compensation, access to Victim Services and access to healing activities take into account the extended nature of Aboriginal families”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Establish a healing retreat or camp program for children and other surviving relatives that would allow them to meet regularly with others, talk, grieve and engage in social activities and memorializing activities”
- “Ensure that compensation, access to Victim Services and access to healing activities take into account the extended nature of Aboriginal families”



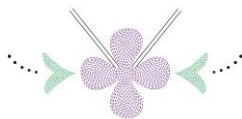
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Establish a healing centre or memorial site for all family members to provide a place for families to mourn their loved ones in the absence of graves establish web-based social networking sites for the families to continue to be in touch and share information”

Report: Highway of Tears Recommendation Report, 2006

- Recommendation #1 - That a Highway of Tears Legacy Fund be established as one source, among others, to develop and support multi-community, and multi-agency efforts in victim prevention, emergency readiness planning and team response, and victim family counselling and support.
- Recommendation #2 - That a Board of Directors (Governing Body) be established to; provide direction and support in all four areas of this Highway of Tears Community Initiative; and manage the Legacy Fund.
- Recommendation #3 That the Board of Directors, (Highway of Tears Community Governing Body), establish working committees in each city and municipality along the Highway of Tears.
- Recommendation #4 - That the Board of Directors hire two coordinators to provide development and support assistance to each Highway of Tears community working committee located along the highway.
- Recommendation #5 - That the Board of Directors, (Highway of Tears Community Governing Body), report out and be held accountable to the communities and funding bodies at annual Highway of Tears Symposiums.



Theme 8: The need for properly resourced initiatives and programming to address root causes of violence against Indigenous women and girls.

Report: Truth and Reconciliation Commission Final Report, 2015

Child welfare

1. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:

- i. Monitoring and assessing neglect investigations.
 - ii. Providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside.
 - iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools.
 - iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.
 - v. Requiring that all child-welfare decision makers consider the impact of the residential school experience on children and their caregivers.
2. We call upon the federal government, in collaboration with the provinces and territories, to prepare and publish annual reports on the number of Aboriginal children (First Nations, Inuit, and Métis) who are in care, compared with non-Aboriginal children, as well as the reasons for apprehension, the total spending on preventive and care services by child-welfare agencies, and the effectiveness of various interventions.
3. We call upon all levels of government to fully implement Jordan's Principle.
4. We call upon the federal government to enact Aboriginal child-welfare legislation that establishes national standards for Aboriginal child apprehension and custody cases and includes principles that:
- i. Affirm the right of Aboriginal governments to establish and maintain their own child-welfare agencies.
 - ii. Require all child-welfare agencies and courts to take the residential school legacy into account in their decision making.
 - iii. Establish, as an important priority, a requirement that placements of Aboriginal children into temporary and permanent care be culturally appropriate.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



5. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.

Education

6. We call upon the Government of Canada to repeal Section 43 of the Criminal Code of Canada.

7. We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.

8. We call upon the federal government to eliminate the discrepancy in federal education funding for First Nations children being educated on reserves and those First Nations children being educated off reserves.

9. We call upon the federal government to prepare and publish annual reports comparing funding for the education of First Nations children on and off reserves, as well as educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people.

10. We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:

- i. Providing sufficient funding to close identified educational achievement gaps within one generation.
- ii. Improving education attainment levels and success rates.
- iii. Developing culturally appropriate curricula.
- iv. Protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses.
- v. Enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in public school systems.
- vi. Enabling parents to fully participate in the education of their children.
- vii. Respecting and honouring Treaty relationships.

11. We call upon the federal government to provide adequate funding to end the backlog of First Nations students seeking a post-secondary education.

12. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate early childhood education programs for Aboriginal families. Language and culture



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



13. We call upon the federal government to acknowledge that Aboriginal rights include Aboriginal language rights.

14. We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:

i. Aboriginal languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them.

ii. Aboriginal language rights are reinforced by the Treaties.

iii. The federal government has a responsibility to provide sufficient funds for Aboriginal-language revitalization and preservation.

iv. The preservation, revitalization, and strengthening of Aboriginal languages and cultures are best managed by Aboriginal people and communities.

v. Funding for Aboriginal language initiatives must reflect the diversity of Aboriginal languages.

15. We call upon the federal government to appoint, in consultation with Aboriginal groups, an Aboriginal Languages Commissioner. The commissioner should help promote Aboriginal languages and report on the adequacy of federal funding of Aboriginal-languages initiatives.

16. We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages.

17. We call upon all levels of government to enable residential school Survivors and their families to reclaim names changed by the residential school system by waiving administrative costs for a period of five years for the name-change process and the revision of official identity documents, such as birth certificates, passports, driver's licenses, health cards, status cards, and social insurance numbers. Health

18. We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.

19. We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess long-term trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



20. In order to address the jurisdictional disputes concerning Aboriginal people who do not reside on reserves, we call upon the federal government to recognize, respect, and address the distinct health needs of the Métis, Inuit, and off-reserve Aboriginal peoples.

21. We call upon the federal government to provide sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional, and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority.

22. We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.

23. We call upon all levels of government to: i. Increase the number of Aboriginal professionals working in the health-care field. ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities. iii. Provide cultural competency training for all healthcare professionals.

24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Report: Aboriginal Justice Inquiry, 1991

- Aboriginal leaders establish a local government portfolio for women and children, with responsibility to develop educational and support programs in the area of spousal and child abuse.
- Police forces establish family abuse teams which include police officers and social workers trained in dealing with domestic disputes. Such teams should make extensive use of electronic record-keeping and community resources.
- Shelters and safe homes for abused women and children be established in Aboriginal communities and in urban centres. These shelters should be controlled by Aboriginal women who can provide culturally appropriate services.
- The provincial government implement the recommendations found in the report of the Child Advocacy Project entitled A New Justice for Indian Children.
- Community mediation programs such as the one operated by the Hollow Water Resource Group be expanded to Aboriginal communities throughout the province. Such programs must be designed and operated by Aboriginal people.

Report: Thunder Bay Youth Suicide Coroner's Inquest, 2016



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



To: Canada and Ontario

3. The terms “on-reserve” and “off-reserve” should not be a restriction for any First Nation education and health care funding frameworks.

4. To renew the relationship between Canada and Indigenous Peoples, nation-to-nation, Canada and Ontario should follow the priorities outlined in the letter (exhibit 144) to the Honorable Carolyn Bennett by the Right Honorable Justin Trudeau, Prime Minister of Canada.

To: Canada, Ontario and NAN

5. No student should be denied access to a provincial or First Nations high school program for lack of space or supported living arrangements.

III. Education: Structural Issues

To: Canada

8. In order to achieve equity for First Nations students, provide funding for education (on and off-reserve) that is sufficient to ensure that:

i. First Nations schools on and off-reserve can provide the full range of programs and services that are available to non-Indigenous children in Ontario, including new and innovative programs and services;

ii. First Nations schools on and off-reserve can provide additional programs and services required as a result of the unique circumstances and challenges faced by First Nations students, their schools and their communities;

iii. the gap between educational outcomes for First Nations students and non-Indigenous students is substantially reduced every year, and completely eliminated in 10 years so that the next generation of First Nations children will have the same educational advantages as other children in Canada;

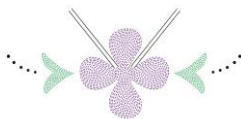
iv. First Nations students from remote communities receive the same educational advantages as other children in Canada regardless of where they are born, where their families choose to reside, and whether they attend school away from their home communities; and

v. all education decisions regarding First Nations children are made with the best interests of those children in mind.

9. In order to improve education outcomes of First Nations youth, in consultation with First Nations education providers, provide sufficient funding and necessary resources to ensure that First Nations schools are able to:



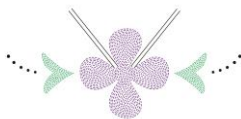
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- i. develop and implement culturally appropriate curricula and programs. Staff hired for these programs should include on-site Elders; cultural and traditional land-based teachers; and after-school activity coordinators;
 - ii. develop and implement languages curricula and programs (including individual courses and full/partial immersion);
 - iii. assess and identify students with special education needs and provide the necessary supports to those students including, but not limited to, speech and language therapy; occupational and physical therapy;
 - iv. ensure the safe transportation of students to and from school;
 - v. create and implement safe school protocols;
 - vi. decrease absenteeism by hiring a community-school liaison worker or having a community Elder attend at the homes of absent students to reinforce the importance of attending school and to encourage students and their families to make all efforts to attend school on a regular basis;
 - vii. increase capacity in new and existing First Nation education institutions;
 - viii. analyze current and historical education data as provided by First Nations and organizations designated by First Nations;
 - ix. address and overcome the unique challenges facing First Nations students, schools, and communities (e.g. socio-economic disadvantage, remoteness and isolation, small school size, special needs incidence rates, population growth, etc.);
 - x. assess needs, develop estimates of cost, and develop processes for adjusting those costs over time to keep pace with inflation, education best practices and changes in legislation and student need; and
 - xi. educate students on the United Nations Convention on the Rights of the Child, the United Nations Declaration on the Rights of Indigenous Peoples, then work of the Truth and Reconciliation Commission and Treaty Rights to strengthen the knowledge of students regarding their rights and protections.
10. In order to encourage early progress on structural reforms, Canada should immediately and publically commit to the funding criteria listed in recommendations 8 and 9 above, and incorporate that criteria into policy documents prior to March 31, 2017 (ie: the next fiscal year), including the Terms and Conditions and National Program Guidelines for the First Nations education programs.
11. In order to ensure sufficient and stable funding for First Nations education, Canada and First Nations should jointly develop a new and fully transparent funding framework for First Nations education that is based on actual student needs and that ensures that recommendations 8 and 9 are achieved. Canada should provide funding for First Nations to participate as an equal partner in the development and ongoing assessment of this new funding framework.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



12. In order to remove impediments to sound planning and budgeting Canada should ensure that funding under the new framework will be provided via a stable and predictable mechanism that allows for long term strategic planning and discretionary decision making. Canada should cease the practice of providing 5 funding for core or ongoing activities, services and expenses (e.g. salaries, travel, etc.) through proposal based funding.

13. In order to ensure timely implementation of Recommendations 8 through 12, Canada should establish a joint First Nations working group that will determine agreed upon milestones and timelines such that a new funding framework and performance measurement and reporting protocol can be established within one year from the date of these recommendations.

14. In order to promote funding sufficiency, Canada should fund an assessment of the financial cost of fully and adequately funding First Nations education, including the cost of achieving the above recommendations. Canada should provide funding for First Nations to participate as an equal partner in this needs assessment process. This assessment should be updated on a yearly basis in sufficient time for its results to be included in the federal budget. The assessment should be developed through a transparent process and the final report made public.

15. Newly developed policies, as well as existing policies/procedures amended as a result of this inquest, should be reviewed annually to prevent equity and equality gaps in education, health and living conditions. Access to Funding, Programs and Services

To: Canada

16. Establish and fund a Federal Advocate for First Nations Children and Youth to monitor the progress toward closing the outcome gaps between First Nations children and non-Indigenous children in areas such as education, health, economic well-being and social services and to report directly to Parliament on this progress on an annual basis. The office should also be mandated to assist First Nations in identifying and accessing programs, funding and services. In response to a request, a complaint, or on its own initiative, the Federal Advocate would act on behalf of concerns of Indigenous individuals, families, communities, or organizations and could initiate reviews, make recommendations, and provide advice to governments, facilities, systems, agencies, or service providers.

To: Ontario

17. Work with Indigenous individuals, families, communities or organizations on identifying and, where appropriate, creating points of contact within the Ontario government to assist Indigenous communities in identifying and accessing Ontario programs, funding and services.

Programs and Services for First Nations Children and Families – Structural Issues Pre-School Early Childhood Education

To: Canada



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



18. Canada should develop and fund a program that will ensure that all First Nations pre-school age children have access to early childhood education programs to further their physical, social, emotional, spiritual, and cognitive development and to prepare them for kindergarten. Canada should develop this program jointly with First Nations and should provide funding for First Nations to participate in the development and ongoing assessment of the program as an equal partner.

Traditional Activities

To: Canada

19. Canada should fund and develop a program that will ensure that all First Nations children and youth have access to a robust offering of high-quality cultural and traditional activities and knowledge. These offerings should focus on developing important values such as self-esteem, cultural pride, resiliency, and leadership. Canada should develop this program jointly with First Nations (including youth and Elders) and should provide funding for First Nations to participate in the development and ongoing assessment of the program as an equal partner. The program should ensure comprehensive access for all First Nations children regardless of the communities they live in or the financial means of their parents.

Other Extra-Curricular Activities

To: Canada

20. Canada should fund and develop a program that will ensure that all First Nations children and youth have access to a robust offering of high-quality extracurricular activities including traditional, cultural, recreational, academic, artistic, and athletic activities. The extra-curricular offerings should focus on developing important values such as self-esteem, cultural pride, resiliency, and leadership. Canada should develop this program jointly with First Nations (including youth and Elders) and should provide funding for First Nations to participate in the development and ongoing assessment of the program as an equal partner. The program should ensure comprehensive access for all First Nations children regardless of the communities they live in or the financial means of their parents.

To: Canada and NAN

21. Canada should provide funding for NAN to develop a program for youth to receive leadership training so that they can run summer, evening and weekend activities for their peers. Putting Children First To: Canada and Ontario

22. Canada and Ontario should agree to the following principle: Where jurisdictional divisions within or between governments threaten to delay or impede the provision of services or funding for First Nations children that are available to other Canadian children, the federal or provincial government of first contact should provide the services or funding and may seek reimbursement after the fact. The services or funding should be provided without delay such that First Nations children, and the organizations that serve First Nations children, do not need to wait for the jurisdictional issue to be resolved.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



23. This principle should be applied to gaps in services and funding faced by the Northern Nishnawbe Education Council, such as operations and maintenance funding for its off-reserve schools, tuition for First Nations students living off reserve, and so on. Social Determinants of Health To: Canada

24. Canada and First Nations should develop and implement a comprehensive and holistic plan to close the outcome gaps between First Nations people and other Canadians. Canada should provide funding for First Nations to participate as an equal partner in the development and implementation of this plan, including through the participation of First Nations youth and Elders. The plan should involve the following elements: 8

- i. The identification of outcome gaps in areas such as health, economic wellbeing, social services, living conditions, and so on;
- ii. The establishment of publically reported targets and timelines for the elimination of those gaps;
- iii. Annual reports to Parliament on the achievement of the targets and timelines for the elimination of health, economic, wellbeing, living conditions and social services gaps;
- iv. The development of new funding mechanisms for programs for First Nations that are transparent and based on robust assessments of needs;
- v. The provision of sufficient funding to implement the plan in the various program areas and to ensure that the targets and timelines are met;
- vi. The enactment of a statutory guarantee of funding sufficiency;
- vii. A program to measure and report on progress in meeting those targets and to revise the plan if targets and not being met; and viii. A review of social programs in communities in other countries facing similar circumstances (e.g. socio-economic disadvantage, small communities, dispersed and isolated communities, distinct culture, etc.) to determine best practices regarding the framework and structure for program delivery.

IV. Education – on reserve

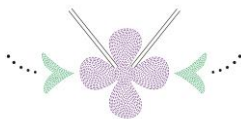
i. Specific Funding Needs

To: Canada

25. In order to provide the foundation required to achieve better education outcomes, subject to the plans, priorities and needs of each First Nation community in NAN territory, provide additional core funding to expand existing facilities or build new facilities (and thereafter to maintain and operate those facilities) for the purpose of housing the following educational/instructional services sufficient for a growing population:



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- i. a day care program/early childhood education program/drop-in program for all pre-school age children in the community. This facility should be designed and built to further the physical, social, emotional, spiritual and cognitive development of the children and to prepare them for kindergarten;
 - ii. an elementary school for all children in JK to grade 8 in the community. This facility should be designed and built to further the physical, social, emotional, spiritual and cognitive development of the children and to prepare them for high school. It should also be designed and built to accommodate extra-curricular activities that include traditional, cultural, recreational, academic, artistic and athletic activities;
 - iii. a high school for all children grades 9-12 in the community. This facility should be designed and built to further the physical, social, emotional, spiritual and cognitive development of the children and to prepare them for post-secondary education. It should also be designed and built to accommodate extra-curricular activities that include traditional, cultural, recreational, academic, artistic and athletic activities;
 - iv. an adult learning centre for adults in the community who wish to complete their high school diploma; and
 - v. should ensure that all existing facilities and all new facilities meet the needs of individuals with barriers to accessibility.
26. In order to recruit teachers and encourage them to remain in First Nation communities and build lasting relationships with students, provide funding to:
- i. construct, enlarge, refurbish (as required), and maintain living accommodation for teachers and other professionals;
 - ii. ensure all professional accommodations have adequate space to accommodate the staff that will be required for the growing population of the communities and the projected population growth in the coming years;
 - iii. develop programs to increase the number of on-reserve teachers who are local First Nations community members through:
 - a. financial assistance to those seeking education and training as teachers;
 - b. initiatives to encourage First Nations people to become teachers; and
 - c. initiatives to specifically seek out, train, and recruit First Nations people as teachers;
 - iv. support schools in NAN Territory to provide salaries, pension, benefits, compensation and overall remuneration of teachers, principals, administrators, and education staff at a level on par with their provincial counterparts;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- v. provide all teachers on-reserve with access to the Teach for Canada program; and
 - vi. provide isolation pay for teacher retention on remote reserves to help with the high cost of living.
27. In order to provide healthy learning environments that encourage attendance and participation by students, provide funding to:
- i. ensure that all education facilities have reliable and sufficient sources of heat, potable water; and sanitation;
 - ii. ensure that education facilities have adequate internet bandwidth to support full access to all available on-line learning for all learners;
 - iii. ensure that the education facilities include a kitchen capable of producing three (3) hot meals a day for all of the learners, teachers and staff housed in the facilities and for the parents/caregivers who bring their children to the facilities for educational purposes; and iv. offer all learners access to well-equipped:
 - a. gymnasium(s);
 - b. exercise space;
 - c. computer labs;
 - d. libraries;
 - e. music rooms;
 - f. art rooms;
 - g. drama classes;
 - h. special education classes;
 - i. science labs (as appropriate);
 - j. spaces for traditional, cultural activities;
 - k. spaces for Elders;
 - l. purpose built space for social workers, youth workers, addiction counsellors, and activity coordinators;
 - m. general purpose classrooms; and
 - n. spaces large enough to host graduation celebrations and other education-related celebrations for the community.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



28. Commencing in 2017, the facility goals set out above should be achieved for a predetermined number of First Nation communities in NAN territory based on priority needs, and an equal number of communities each year thereafter until all of the communities in NAN territory have achieved their facility goals.

To: Canada and Ontario

29. Each remote First Nation community should be provided with reliable high speed internet access to allow for youth to:

- i. receive high school education at home;
- ii. community and family connectivity when youth are away from home for school or for other reasons; and
- iii. career options for youth and their families within their communities.

ii. Timeline and Implementation Plan

To: Canada

30. In order to show its commitment to the implementation of Recommendations 25 through 29, issue a public announcement after the verdict regarding that commitment, and consider incorporating the criteria set out in the recommendations in documents relating to First Nations education programs, including the National Education Program Guidelines.

31. In order to ensure timely implementation of Recommendations 25 through 29, the joint First Nations working group, as described in Recommendation 13, should develop agreed upon milestones and timelines such that a performance measurement and reporting protocol can be established within one year from the date of these recommendations.

To: Canada and Ontario

32. Provide resources through the Education Partnerships Program (“EPP”) or another source to establish a First Nation working group in Thunder Bay, Ontario, composed of First Nation education experts who will provide their expertise to assist NAN, the Tribal Councils and the First Nations in NAN territory in conducting the following assessments:

- i. an assessment of the current educational achievement gap in NAN territory;
- ii. an assessment of the educational programs and secondary services that would be required to close the educational achievement gap in NAN territory within one generation;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



iii. an assessment of the amount of resources required to create and implement the educational programs and services required to close the educational achievement gap in NAN territory within one generation;

iv. an assessment of the feasibility and mechanism for the creation of a database that would collect and store information related to education in NAN territory.

V. Education System and Symposium

To: Canada and NAN

33. In order to optimize opportunities to increase awareness on the development of a NAN-wide education system: i. hold a conference within 6 months of receipt of this verdict for First Nations communities in NAN territory; and ii. discuss innovations in First Nation education at the regular Chiefs Assemblies. 12 VI. Living

Conditions and Health Issues – On-Reserve

To: Canada 34. In order to address and improve social determinants of health, provide sufficient funding:

i. for the building and upgrading/repair of sufficient housing units suitable to the conditions in Northern communities that will address the critical housing shortage and overcrowding that exists in NAN First Nations;

ii. to review the current water treatment systems in individual communities and identify the need for any upgrades to ensure that NAN First Nations community members have access to safe, healthy, potable water, immediately and in the future. Funding for the projected improvements to the water treatment systems should be provided by Indigenous and Northern Affairs Canada (“INAC”);

iii. to review the wastewater systems in individual communities and identify the need for any upgrades to ensure that NAN First Nations community members have access to a safe, healthy sewage disposal system in the future that will not compromise the First Nation’s drinking water supply. Funding for the projected improvements to the wastewater system should be provided by INAC;

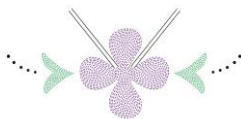
iv. to develop an antipoverty strategy for NAN First Nations community members, and to assist individual First Nations in creating economic opportunity that emphasizes self-reliance, local control, and the relationship between the people and the land; and

v. to develop a sustainable funding framework and plan to address housing needs into the future, based upon population growth expectations. This framework should include a budget for on-going housing maintenance.

To: Canada, Ontario and NAN



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



35. In order to achieve parity of services, community health and safety, and quality of life as between First Nation and non-First Nation communities, develop a method for measuring and establishing equivalence in health outcomes and services between NAN communities and non-First Nation communities. The unique characteristics of remote NAN communities should be addressed.

36. In consultation with youth and Elders commencing in 2016, develop a suicide prevention strategy to address the continuing inter-generational suicide trauma experienced by children and youth in the remote NAN First Nation communities. The federal and provincial government should fund the strategy development and implementation.

To: Canada and Ontario

37. Assist NAN First Nation communities in the development of a comprehensive Mental Health program for children, youth and adults. This program should consider the need for integrated mental health services including models which incorporate traditional practices as defined by the individual First Nation. To: Ontario

38. Work with the Federal government and First Nations to improve consistency, enhance coordination, and increase resources to support mental health and wellness, including programs on-reserve.

39. Review and revise the Ontario Public Health Standards where appropriate and/or develop guidance documents to support the interpretation of the Ontario Public Health Standards, with regard to the provision of services in First Nations communities. These documents should be made available to the people living in First Nations communities. Addressing Youth Substance Abuse Issues On-reserve

To: Canada, Ontario and NAN

40. In order to raise awareness among youth regarding issues relating to alcohol/substance misuse, through Health Canada, the Ministry of Health and Long-term Care, the Ministry of Finance, the Liquor Control Board of Ontario, and others, develop and deliver health promotion materials aimed at educating Indigenous youth on-reserve regarding the consequences of alcohol/substance misuse. To: Canada and Ontario

41. In order to assist First Nations youth in all First Nation communities dealing with addiction issues, address the need for more comprehensive addictions programs by: i. developing detoxification programs; ii. funding a culturally-based treatment program and facility that would utilize Elders; and iii. funding aftercare programs for youth leaving addictions treatment programs.

To: Canada

42. In order to respond to the ongoing issue of substance and alcohol misuse in First Nations communities, increase funding to the National Native Alcohol and Drug Abuse Program ("NNADAP"). VII. Assisting on-reserve students for transition to outside communities To: Canada and Ontario



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



43. In order to provide an opportunity for students from remote First Nations communities to meet with their Thunder Bay peers and to be introduced to the City of Thunder Bay in a positive, supervised environment, provide sufficient funding to ensure that grade 7 and 8 students from First Nation communities are able to be part of classroom learning or orientation sessions in Thunder Bay so that they and their families can familiarize themselves with the schools and the community prior to beginning high school away from home.

To: Canada, Ontario and NAN

44. In order to allow students and parents to make an informed choice regarding the school options available to them off-reserve, in consultation with First Nations education providers and public school boards, develop a comprehensive information package, funded by Canada and Ontario, that will include the following information:

- i. description of schools, including curriculum, student base, and staffing;
- ii. limitations regarding programs offered, including availability of academic stream courses;
- iii. accommodation arrangements while residing away from the home community;
- iv. travel allowances while residing away from the home community;
- v. after-school activities and recreational resources;
- vi. community supports;
- vii. availability of supports for students with special needs; viii. other supports available, including guidance counsellors, nursing staff, social workers, mental health workers, alcohol/drug programs, addiction counsellors; and ix. contact information, including links to websites and videos, to provide easily accessible information to students, families and their communities

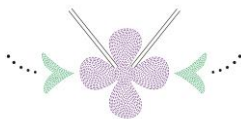
To: Canada

45. In order to ensure that representatives from First Nations schools, including DFCHS and MLC, are provided with sufficient time and resources to meet with prospective students and their parents, in consultation with representatives from the schools, NNEC, KO, and MLC, determine the following:

- i. frequency and appropriate timing for representatives to attend remote communities;
- ii. time required to meet directly with schools, students, parents, and Education Authorities;
- iii. appropriate composition of representatives, including students enrolled in off-reserve schools; and
- iv. funding and associated expenses for required travel to remote communities to meet with students and families.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



46. In order to ensure the needs of students required to attend school off reserve are identified and addressed while residing away from their home communities, in consultation with First Nations Health Authorities or health providers, ensure funding and resources are provided to conduct comprehensive assessments of all students prior to leaving their home communities. The assessments will be conducted with a view to balancing the safety and well-being of the students with their privacy interests. NNEC, KO, and MLC representatives should be very clear with students, families, schools and education authorities that the information is being gathered to ensure the safety and necessary supports are in place prior to the student's arrival for their success in high school – not as a basis for denying the student access to an education. Students who do not consent to the testing will not be denied access to schooling off reserve. The assessments will:

- i. include physical, psychological and emotional assessments;
- ii. identify any substance or alcohol issues;
- iii. be shared, with the school, subject to appropriate consent, the nature of the information, and the role of the worker with access to the information (i.e. physician or nurse, vs. prime worker); and
- iv. funding for these assessments should commence for the 2016-2017 school year.

To: NAN

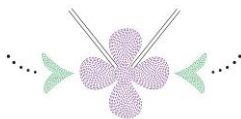
47. In order to ensure that consistent information is being provided to remote communities regarding education off-reserve and the issues raised at this inquest, organize a meeting to be attended by NAN community education representatives to discuss the following:

- i. expansion of the role of education counsellors to include secondary school;
- ii. importance of education counsellors attending schools off-reserve to observe progress of students from remote First Nations communities;
- iii. purpose and importance of comprehensive assessments of students prior to leaving home communities; and
- iv. purpose and importance of information requested on student application forms.

To: Canada, Ontario, the City of Thunder Bay, NAN, NNEC, KO, DFCHS and MLC

49. In order to provide students from First Nations communities in NAN Territory and their families with firsthand information regarding the community supports and opportunities that are available when they attend school in Thunder Bay, consult with other community partners to encourage and facilitate visits by those community partners to the NAN communities to speak and engage with students prior to their move to Thunder Bay. VIII. Youth Participation in Decisions

To: NAN



50. In order to provide First Nations youth with a voice in regard to on-reserve policies and programs that will have an impact on their future, bring the Youth Voices Survey Summary (exhibit 150) to the attention of the NAN First Nations Chiefs, as well as a recommendation to create a youth council or youth leadership position in their communities to develop a strategic plan for addressing the challenges they face on a local level.

IX. Education – Off-Reserve

A. Funding – Capital and Facilities

i. Existing Secondary School Facilities in Thunder Bay

To: Canada, NNEC and MLC

51. Canada, NNEC and MLC should form a working group to establish a mutually beneficial relationship in regards to sharing resources in one central facility in Thunder Bay

To: Canada

52. In order to ensure that First Nations schools located off-reserve have adequate funding for building, operations and maintenance, revise INAC policies to cover costs relating to building, operations and maintenance of schools and student accommodations operated by First Nations organizations off-reserve.

53. In order to provide a safe, healthy learning environment in high school that encourages attendance and participation by students, and retention of teachers, provide funding to:

i. ensure that the teaching facilities include a cafeteria capable of producing three (3) hot meals each school day; and

ii. offer all learners access to well-equipped:

a. gymnasium(s);

b. exercise space;

c. computer labs;

d. libraries;

e. music rooms;

f. art rooms;

g. drama classes;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- h. special education classes;
- i. science labs (as appropriate);
- j. spaces for traditional, cultural activities;
- k. spaces for Elders;
- l. purpose built space for social workers, youth workers, addiction counsellors, and activity coordinators;
- m. general purpose classrooms; and
- n. spaces large enough to host graduation celebrations and other education-related celebrations.

54. In order to determine whether the current site of DFCHS is suitable for providing a safe, healthy and nurturing learning environment on par with provincially funded high schools, in consultation with representatives from NNEC, KO, and DFCHS, provide funding for a site analysis of DFCHS to determine needs relating to those outlined in Recommendation 53, in addition to the following:

- i. space required based on projected enrollment for the next 15 years;
- ii. adequacy of current space and need to install dedicated computer lab;
- iii. adequacy of current space and need to install dedicated music room;
- iv. adequacy of existing gymnasium and space dedicated to physical fitness;
- v. adequacy of existing classrooms, including need for dedicated culinary classroom; and
- vi. cost/benefit analysis of performing necessary repairs and renovations versus acquisition of a new facility.

55. INAC should immediately, in the interim, provide DFCHS with sufficient funding to make the following renovations to the school:

- i. Removal of asbestos as recommended in exhibit 185; and
- ii. A new boiler and heating system.

56. To determine whether the current site of MLC is suitable for providing a safe, healthy and nurturing learning environment on par with similar provincially funded schools, INAC and Matawa Tribal Council and representatives from MLC should conduct a financial audit and a comprehensive needs assessment. If it is determined that a site analysis of MLC is required, INAC should provide funding to determine:

- i. additional space is required based on projected enrollment for the next 15 years;



- ii. adequacy of existing classrooms, including need for dedicated culinary classroom; and
- iii. cost/benefit analysis of performing necessary renovations versus acquisition of a new facility.

57. Upon completion of the reports regarding the site analyses performed at DFCHS, if the cost/benefit analysis supports performing the necessary repairs and renovations, or acquiring a new facility, provide funding to implement the recommendations contained in the reports.

iii. Secondary Schools in the Future

To: Canada

58. In order to provide First Nations students from remote communities with a secondary school education that recognizes the unique circumstances and challenges faced by these students, their families and their communities, establish a working group that includes representatives from NNEC, KO, MLC, and other First Nation Education Councils. The purpose of that working group would be to conduct community consultations to determine:

- i. those communities who desire to have their own high school and have the capacity to support a high school on-reserve;
- ii. those communities who support high school education off-reserve;
- iii. for those communities who support high school education off-reserve, the preferred model for education and accommodation of students while living off-reserve, including:
 - a. specific schools designated for Grades 9 and 10 (e.g. Pelican Falls First Nations High School, “PFFNHS”), to allow students to make the transition to Thunder Bay (or other schools off-reserve) on a gradual basis;
 - b. accommodation in residences for Grades 9 and 10;
 - c. accommodation in residences for all grades;
 - d. accommodation in boarding homes for Grades 11 and 12; or
 - e. accommodation in boarding homes for all grades.

To: Canada

59. To meet the unique needs of First Nations and to help ensure student safety, Canada should provide sufficient funding to NNEC to design, build, furnish, maintain, operate and adequately staff a student residence in Thunder Bay for the students from NNEC communities who have to come to the city to attend school at DFCHS:



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



i. INAC should sufficiently fund NNEC for the costs of operating and maintaining the residence on an annual basis pursuant to the eligible expense of “group home costs” as noted in section 5.0

D – Student Support Services of Canada’s policy and guideline entitled Grants and Contributions to Support First Nations Elementary and Secondary Educational Advancement.

ii. NNEC should consult with its member First Nations communities, current and existing students, NAN, KO and other affiliated tribal council on the design and proposed operation of the residence. Canada should provide sufficient funding to NNEC to carry out this consultation exercise.

iii. Canada should provide appropriate funding to commence construction of the proposed residence by the start of the fiscal year commencing April 1, 2017 so that construction may begin in spring of 2017.

To: NNEC and the City of Thunder Bay

60. The City of Thunder Bay should work with NNEC to ensure that any zoning and by-law issues that may arise for the construction of facilities can be avoided or resolved. iv. Improving Efficiencies at Existing School Facilities

To: NAN

61. In order to gain efficiencies and avoid unnecessary duplication of resources and facilities, facilitate a working group of member education authorities to determine the means by which certain activities could be coordinated and resources could be shared. In particular, a working group should be struck to coordinate the work of the NNEC and KO Secondary Student Support Programs (“SSSP”) at DFCHS to ensure that their resources are used effectively and that similar practices and rules are followed with respect to all of the students attending DFCHS.

B. Funding – Instructional Services

To: Canada and Ontario

62. In order to achieve equity and equality for First Nations students, Canada should:

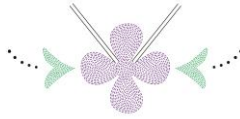
i. revise current policies to provide tuition to be paid for any First Nation student who wishes to attend a First Nation school off-reserve or MLC regardless of their or their parents’ normal place of residence;

ii. pending the revision of policies to allow any First Nation student to attend a First Nation high school off-reserve regardless of normal place of residence, work with school boards in Northwestern Ontario to ensure that reverse tuition agreements are in place;

iii. eliminate proposal based funding for instructional services identified as core activities (as determined by needs assessment described in Recommendations 12 and 14);



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- iv. determine the required annual increase for core funding to ensure that First Nations education and service providers operating off-reserves are able to meet the needs of their students; and
- v. all funding for education of First Nations students off-reserve should be long-term, stable, reliable and predictable.

To: Canada and Ontario

63. In order to recruit and retain teachers and staff and encourage them to commit to long-term employment at First Nation schools off-reserve, provide funding to:

- i. ensure that salaries, pensions, benefits, compensation and overall remuneration of teachers, administrators, and other staff at First Nations schools off-reserve are at a level on par with their provincial counterparts;
- ii. ensure that staff from First Nations schools off-reserve are offered all professional development opportunities that the Ministry of Education makes available, including access to their databases and eLearning programs;
- iii. develop programs to increase the number of First Nations teachers and staff at off-reserve schools through:
 - a. financial assistance to those seeking education and training as teachers;
 - b. initiatives to encourage First Nations people to become teachers; and
 - c. initiatives to specifically seek out, train, and recruit First Nations people as teachers; and
- iv. provide all teachers with access to the Teach for Canada program.

C. Funding – Cultural Needs

To: Canada, NNEC, KO and MLC

64. In order to improve education outcomes of First Nations youth who attend secondary school in Thunder Bay and to develop important values, in consultation with NNEC, KO, DFCHS, PFFNHS and MLC, provide on-going, predictable and reliable funding to ensure that there is an appropriate staff complement and programs to address the cultural needs of DFCHS, PFFNHS and MLC students starting for the 2016-2017 school year, including:

- i. appropriate ratio of education assistants to students;
- ii. appropriate number of Elders (male and female) to be available during school hours;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- iii. dedicated space for the Elders to spend time with students and resources for the activities that they wish to engage in with the students;
- iv. curriculum development that supports language, culture and traditional activities;
- v. regular professional development for teachers with respect to how to incorporate traditional language, culture and activities in day-to-day teaching;
- vi. additional staff member or members required for each school whose sole role is to take the lead in teaching traditional skills, culture and land based learning;
- vii. funding for land-based learning; and
- viii. funding to facilitate the development and implementation of Ojibway/Cree immersion programming.

To: NNEC, KO and MLC

65. All intake forms, behaviour contracts, report cards and any other documentation that is given to the parents regarding their children should be provided to them in their preferred language.

D. Funding – Emotional and Physical Needs

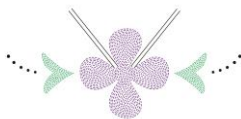
To: Canada 66.

In order to improve education outcomes of First Nations youth who attend secondary school in Thunder Bay and in recognition of the unique challenges that they face due to exposure to adverse socio-economic circumstances prior to arriving in Thunder Bay, in consultation with NNEC, KO, DFCHS, PFFNHS and MLC, immediately provide adequate funding separate from core institutional funding required to ensure that there is an appropriate complement of qualified staff and programming to address the needs of DFCHS, PFFNHS and MLC students starting in the 2016-2017 school year, including:

- i. social workers;
- ii. trauma counsellors;
- iii. mental health workers;
- iv. addiction workers or counsellors;
- v. life skills programs;
- vi. on-call drivers;
- vii. community liaison workers;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



viii. school nurses; and

ix. provision of healthy meals during school hours.

E. Funding – Recreational and Personal Needs

To: Canada

67. In order to improve education and health outcomes of First Nations youth who attend secondary school in Thunder Bay and to develop important values, in consultation with NNEC, KO, DFCHS, PFFNHS and MLC, provide ongoing, predictable and reliable funding required to ensure that there is an appropriate staff complement and programs to address the recreational needs of DFCHS, PFFNHS and MLC students, including:

- i. adequate annual/monthly allowances to be provided to students for their recreational and personal needs;
- ii. adequate annual/monthly clothing allowances to be provided to students;
- iii. adequate annual/monthly tutoring allowances to be provided to students;
- iv. after-school activities coordinators;
- v. registration fees for participation in extra-curricular activities (at the highest level that the student is capable of and interested in) and the equipment to support that participation, including special adaptive aids for special needs students;
- vi. lessons in: music, art, dance, martial arts, drama etc. and the equipment to support participation, including special adaptive aids for special needs students;
- vii. individual tutoring as required;
- viii. travel to other cities in Ontario and Canada; and
- ix. fishing trips/camping trips.

F. Funding – Maintaining Family and Social Connections

To: Canada

68. In order to allow First Nations students to maintain family and social connections while they attend secondary school in Thunder Bay, in consultation with NNEC, KO, MLC, and community education counsellors, determine the appropriate frequency and required level of funding for travel of students between their home communities and Thunder Bay as well as funding for communication between students and their home communities. Consideration should include:



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- i. at a minimum, travel during the school year in the fall, at Christmas, and at Spring Break;
- ii. travel of students for community celebrations or emergencies;
- iii. travel of parents or caregivers to Thunder Bay in case of emergency;
- iv. supply or funding for students to have regular computer or telephone access with their families and home communities; and 24
- v. investment or increase in technology at schools to allow students to communicate on a regular basis with their families and social contacts in their home communities.

69. In order to promote and preserve the connection between students, their families and to help ensure student safety, amend current policies to ensure that any parent or legal guardian who moves away from their home community to live with their child/children while the child/children attend secondary school will meet the definition of “boarding parent” and will be entitled to receive the same stipend as a boarding parent.

G. Funding – Student Transportation within Thunder Bay

To: Canada

70. In order to provide all First Nations students living in Thunder Bay with reasonable travel time and safe transportation to school and access to all extracurricular activities, in consultation with NNEC, KO, DFCHS, and MLC, conduct an assessment of funding required to ensure that DFCHS and MLC students have access to reasonable transportation while attending school or extracurricular activities. Funding should be adequate to cover:

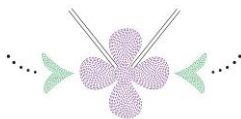
- i. the purchase or lease of vehicles to transport students;
- ii. the appropriate number of qualified drivers to operate such vehicles;
- iii. insurance for vehicles;
- iv. maintenance and operating costs for vehicles; and
- v. the assessment of the feasibility of using a local school bus company.

H. Assessment of Students upon arrival in Thunder Bay To: Canada, NNEC, KO and MLC 71. In order to ensure that any special needs or supports required for First Nations students are identified and addressed while attending secondary school in Thunder Bay, ensure that funding and resources are in place upon arrival of students in Thunder Bay to identify:

- i. special education needs;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- ii. substance and/or alcohol abuse issues;
- iii. mental health issues; and
- iv. any other supports required, including gaps in academic achievements that require additional supports or additional time for achieving necessary credit for graduation.

I. Support Services and Support Workers

To: Canada

72. In order to ensure that the appropriate level of support services are in place for First Nations students upon arrival in Thunder Bay, ensure that NNEC, KO and MLC have sufficient additional funding, staff and technology to:

- i. convene a meeting with each student, their parents, their boarding parents and prime workers prior to the student's arrival at high school;
- ii. conduct a separate meeting with the student upon arrival in Thunder Bay to identify any needs and concerns of the student as well as goals and aspirations;
- iii. convene monthly check-ins between each student, their parents, the boarding parents and prime workers after the student has begun school; and iv. ensure timely reports to parents and/or education authorities regarding concerns relating to absenteeism, missed curfews or substance/alcohol use.

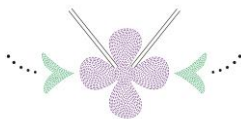
J. Orientation of Students upon Arrival in Thunder Bay To: NNEC, KO, DFCHS and MLC

73. In order to ensure that students receive orientation at the time of their arrival as well as ongoing support as they transition to life in Thunder Bay, in addition to the current orientation sessions conducted by DFCHS, MLC, the City of Thunder Bay and other community partners, new students should be partnered with peer mentors who have experience in Thunder Bay and are willing to assist with day-to-day issues that may arise, including:

- i. resisting negative peer pressure;
- ii. reporting incidents of racism;
- iii. encouraging students to attend school and apply themselves to their studies;
- iv. reporting concerns regarding boarding homes;
- v. promoting healthy lifestyles; and
- vi. organizing activities to reduce risk factors.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



To: The City of Thunder Bay

74. The City of Thunder Bay, through their Travel and Tourism division, should be part of the student welcome orientation session mentioned in Recommendation 26 to help new students by providing them with city maps, transit maps and a list of community centers and activities offered throughout the city.

To: Canada, Ontario and the City of Thunder Bay

75. In order to provide peer leaders and mentors with the capacity, communication skills and self-confidence they need to apply positive influence on other students, the City should act as a resource to identify community partners including, but not limited to, Ontario and Canada, who could support and provide funding in order to create and sustain peer leaders at DFCHS and MLC. Explore the option of having peer leaders and mentors receive volunteer hours credited toward their OSSD requirements. K. Boarding Homes

To: Canada and NAN

76. In order to increase the number of quality boarding homes for First Nations students in Thunder Bay, in consultation with representatives from NNEC, KO, MLC, student support workers and long-term boarding parents, establish a working group that will:

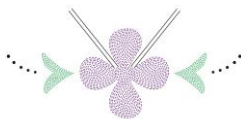
- i. determine the appropriate level of funding for boarding parents; and
- ii. establish minimum expectations with respect to boarding parent's responsibility to ensure student's safety and well-being, attendance at school and academic success.

77. In order to enhance and standardize the procedure for the screening and approval of boarding homes for First Nations students attending school off-reserve, within 6 months of the date of this verdict, establish a working group including representatives from NNEC, KO, MLC, and other appropriate stakeholders to determine existing best practices and to consider:

- i. minimum standards for all boarding homes;
- ii. standardized screening and vetting of boarding home applicants, including:
 - a. monthly visits and scheduled inspections;
 - b. criminal record checks for all residents aged 18 years and over and updates of criminal record checks on an annual basis;
 - c. mandatory completion of training, including first aid training and management and care of intoxicated students;
 - d. demonstration of financial stability;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



e. standardized contract including:

- provisions that clearly outline expectations of boarding parents, including regular communication with student support or prime workers and parents/guardians;
- provisions that clearly outline conduct that will result in termination; and
- provision in contract for unannounced visits as may be deemed necessary and at the discretion of the school

iii. minimum standards for written policies and procedures relating to screening and approval of boarding parents and homes.

L. Additional Support Services to Students

To: Ontario

78. In order to assist First Nations students who move to Thunder Bay to attend secondary school, the Ontario Ministries of Education, Children and Youth, Municipal Affairs and Housing, Health and Long-Term Care and Community and Social Services should work with Canada, the Thunder Bay District Social Services Administration Board, the City of Thunder Bay and Indigenous communities and organizations to support a well-coordinated suite of housing, income, recreation and health services and supports to assist students in accessing supports and services.

79. In order to provide First Nations students with additional supports to achieve academic success and to have a positive experience while living in Thunder Bay, continue to provide funding to qualified organizations to deliver the After School Program at DFCHS and work with MLC and KO to explore providing funding to qualified organizations to deliver After School Programs for students from the Matawa and KO communities attending school in Thunder Bay.

80. Work with agencies funded under the Aboriginal Healing and Wellness Strategy (AHWS) to explore creating more employment opportunities for youth (e.g. peer mentors). M. Harm Reduction Strategies
To: NAN, NNEC, KO, DFCHS and MLC

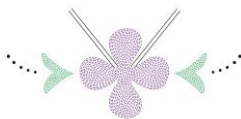
81. In order to ensure the safety of all First Nation students while going to school on-reserve or off-reserve, conduct annual training of all staff and boarding parents associated with First Nation schools with respect to: 28 i. recognition, management and care of intoxicated students; ii. crisis intervention; iii. suicide prevention; and iv. first aid, including cardiopulmonary resuscitation.

To: Canada

82. In order to ensure the safety of First Nation students while living in Thunder Bay, provide funding to NNEC, KO, and MLC to conduct training as described in Recommendation 81 and to permit on-reserve and off-reserve First Nations schools to create and implement safe school protocols. To: NNEC, KO, DFCHS and MLC



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



83. In order to increase awareness regarding risks related to alcohol, substance and solvent use and ensure consistent mandatory education of First Nations students attending school in Thunder Bay, in consultation with local community partners, including the Centres for Addiction and Mental Health, the Thunder Bay District Health Unit and Dilico ensure that students are provided with regular, appropriate, accurate, up-to-date information relating to:

- i. the health and social issues associated with alcohol, substance and solvent use;
- ii. the legal consequences of underage drinking;
- iii. the resources available in the community to address issues relating to alcohol, substance and solvent use;
- iv. current misconceptions relating to “accepted” drinking practices (ie: drinking homebrew vs spirits); and
- v. the importance of assisting and staying with intoxicated peers and reporting any concerns to boarding parents, on-call workers, and other support workers.

To: Canada, NNEC, KO, DFCHS and MLC

84. In order to allow students to continue their education in Thunder Bay while dealing with substance or alcohol issues, in consultation with local community partners, NNEC, KO and MLC should continue to develop harm reduction programs to address alcohol and substance use by students at their schools. The development of such programs should consider including a day program (if necessary) or a course option for students at the school. Canada should sufficiently fund NNEC, KO and MLC for these activities.

To: NNEC, KO and MLC

85. In order to assist First Nations students in Thunder Bay with alcohol/substance use and addiction problems, in consultation with community partners, including the Centres for Addiction and Mental Health, Dilico, and St. Joseph’s Care Group, explore alternatives to sending students back to their home communities, including treatment programs that would allow students to pursue their studies in Thunder Bay.

86. In order to increase awareness of DFCHS and MLC students regarding the risks associated with the purchase of alcohol through second party purchasers (“runners”), consider incorporating the Crimestoppers video made by DFCHS students into the orientation session held upon the arrival of new students in Thunder Bay each September. If the Crimestoppers video is not incorporated, include information in the orientation regarding the risks associated with the purchase of alcohol through second party purchasers.

To: Canada, Ontario, NAN, NNEC, KO, DFCHS and MLC



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



87. In order to ensure continuity of care and increased prospect (where desired) of a return to Thunder Bay for those students who are sent back due to health and safety concerns, make all efforts to ensure that community supports, including a continuing education, health and mental health plan, are in place prior to sending a student back to his or her home community. Canada and Ontario should ensure that there is sufficient funding and resources in place for these support programs.

To: P.A.R.T.Y. Program of Thunder Bay 88. In order to raise awareness of First Nations students regarding the risks associated with alcohol/substance use and to enhance the delivery of the P.A.R.T.Y. program to First Nations youth attending school in Thunder Bay:

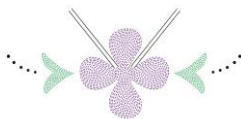
- i. offer the P.A.R.T.Y. program to grades 9 through 12 for DFCHS and MLC;
- ii. offer the P.A.R.T.Y. program at least twice a year (September and January) to ensure that new students and returning students (after Christmas break) receive the program information when first arriving in Thunder Bay and to reinforce the message upon return to Thunder Bay for the second semester;
- iii. consider the option of an “in-school” P.A.R.T.Y. program for DFCHS and MLC students;
- iv. include Elders in the regular P.A.R.T.Y. program to meet the needs of First Nations students attending high school in Thunder Bay;
- v. in consultation with P.A.R.T.Y. International, develop a program with a focus on addressing the specific needs of Aboriginal youth; and
- vi. if considering the inclusion of the scenarios involving the deaths of the First Nations youth who are the subject of this inquest in the P.A.R.T.Y. program, P.A.R.T.Y. International must consult and obtain consent from the families involved.

N. Addressing health needs of First Nations students in Thunder Bay

To: Canada (Health Canada)

89. In order to ensure continuity of care for First Nations students while in Thunder Bay:

- i. review existing policies with regard to providing health services to First Nations students attending high school off-reserve;
- ii. develop, fund, and implement an Electronic Medical Records system for all NAN communities in which all medical information from clinics and nursing stations in the communities is readily available to medical professionals all across Ontario. This will ensure continuity of care for all First Nation youth who require medical care while residing outside of their home communities;
- iii. provide additional funding for NNADAP programs;



iv. fund aftercare programs for First Nations youth leaving addictions treatment programs; and v. create and implement policy that allows health authorities to make decisions regarding medical transport in an efficient and timely manner irrespective of location of First Nation student at the time of need.

Youth Participation in Decisions

To: Canada, NAN, NNEC, KO, DFCHS and MLC

90. In order for First Nations youth to have a voice regarding decisions relating to their education off-reserve, and to ensure that there is accountability in decisions made regarding their education and well-being, NNEC, KO, and MLC, with the support of Canada and NAN, should consider creating a special seat on their Boards of Directors for a youth representative who is a student or former student of DFCHS or MLC under the age of 25. Canada should provide the funding for any costs associated with this position.

Report: Protecting Sacred Lives Urban Aboriginal Youth Domestic Trafficking in Persons Policy Research Report

2. Prevention-Oriented Pilot Projects

I. Pilot programs that aim to enhance early school successes, reduce school dropout rates, positively engage children and youth, and increase employment opportunities for at risk youth

II. Pilot prevention programs targeting youth before they become street-involved

4. Offer a Continuum of Services and Sustainability of Services

I. Offer a range of services from awareness raising to prevention and intervention

II. Offer secure and sustainable core funding to existing and new programming rather than time limited, project-based funding

III. Provide funding proposal writers to assist service providers in order to minimize the time constraints and other challenges that they face in securing funding

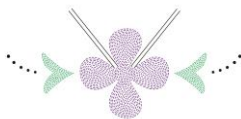
IV. Coordinate existing services and new initiatives to maximize their effectiveness, ensure efficiency and harmonize the various elements of Manitoba's sexual exploitation prevention/intervention strategy

V. Ensure multi-sectoral collaboration between national, provincial, territorial and local jurisdictions, as well as with service providers and support agencies who work with at-risk groups or sexually exploited youth aimed at improving both prevention and intervention strategies

5. Address Gaps in Service Provision and Scale Up Intervention Strategies



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



I. Create more resources, programs and services for boys, male youth and young men, as well as services aimed to prevent and respond to the sexual abuse, sexual exploitation and trafficking of girls and young women

II. Ensure that transition and settlement supports are available within 24 to 48 hours for Aboriginal people who are new to urban areas in order to address the lack of awareness and naivety that makes newcomers vulnerable to sexual exploitation

III. Create culturally-relevant services and programs that move beyond crisis intervention to assist a successful transition

IV. Generate new initiatives that increase employment opportunities for youth and young adults involved in the sex trade

V. Create services that address the safety concerns for youth in the process of transitioning out

6. Address Underlying Issues and Systemic Gaps

I. Promote and support gender equality through laws, policies and programs aimed to reduce violence against women and children

II. Develop culturally sensitive and proficient policies and programs that meet the needs of Aboriginal peoples and are designed to reduce the factors that contribute to the vulnerability of Aboriginal persons in reserve communities and urban centres, including systemic racism

III. Address the prevailing myths and stereotypes about Aboriginal peoples and sexual exploitation aimed at transforming the public's apathy and passive indifference towards the sexual exploitation of Aboriginal children and youth

IV. Address the provincial/federal funding issues concerning First Nations Child and Family Services. In the meantime, provincial and territorial child protection services should employ harm reduction strategies and tighten the safety net to ensure that children and youth are not lost in the system, becoming street-involved or put in high risk situations

V. Employ strategies aimed to decrease the number of children and youth in care by supporting parents, foster parents and families with education and resources in a proactive rather than reactionary approach

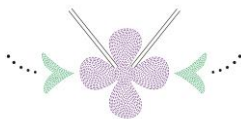
VI. Give schools the capacity and resources to manage risks

VII. Introduce mandatory sexual education curricula in primary and secondary schools that includes meaningful discussion on sexuality and healthy sexual development

VIII. Address issues with the Winnipeg Police Service (WPS) including further sensitization and cultural training; education that aims to increase respect for and understanding of different gender identities;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



more dedicated resources aimed at the prevention of sexual exploitation and successful interventions with street-involved children and youth; more collaboration aimed at reducing demand; and more positive interactions between youth and the police aimed to increase mutual respect and trust

IX. Employ harm reduction strategies in order to prevent re-victimization during reporting, investigation and prosecution

X. Employ specific prevention strategies aimed to prevent re-victimization following completion of the criminal process

Report: Commission on First Nations and Metis Peoples and Justice Reform, Saskatchewan

Recommendation 2.1 This Commission recommends:

2.1.1 That the Government of Saskatchewan finance a long-term targeted fetal alcohol spectrum disorders (FASD) strategy that includes prevention, intervention and follow-up to address the lifelong disabilities caused by alcohol use and abuse.

2.1.2 That the governments of Canada and Saskatchewan, Federation of Saskatchewan Indian Nations and Metis Nations - Saskatchewan collaborate on a fetal alcohol spectrum disorders awareness training program that will be delivered to all people who work with children and youth and their families, including the police, to create a level of awareness.

2.1.3 That the Saskatchewan Police College deliver a fetal alcohol spectrum disorders training module to all new recruits to provide an understanding of fetal alcohol spectrum disorders.

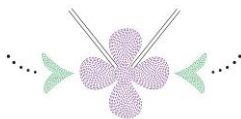
2.1.4 That the Government of Saskatchewan, primarily child welfare and health authorities, review the legislation and policy as it relates to the provision of services to people with fetal alcohol spectrum disorders to ensure that they are not excluded by virtue of their IQ and to ensure that support services are provided to families, in the absence of protection concerns.

Recommendation 2.3 This Commission recommends that the Government of Canada, in consultation with the other orders of government, develop Saskatchewan First Nations and Metis Peoples Social and Economic Policy Plans focused on improving quality of life for First Nations and Metis people. Further, that the Implementation Office be responsible for monitoring and reporting on progress. The plans must develop policy through taking into consideration the practices and customs of First Nations and Metis people including, but not limited to, the following goals:

- eliminate poverty;
- improve educational attainment;
- increase employment;
- provide appropriate housing;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- promote health especially in the areas of addictions, including fetal alcohol spectrum disorders;
- transfer of resources to the community; and
- respond to the realities of urbanization.

Recommendation 2.4 This Commission recommends that the Government of Saskatchewan, in partnership with First Nations and Metis communities, design a proactive targeted Saskatchewan Crime Prevention Strategy by April 1, 2005.

Recommendation 2.5 This Commission recommends that the Government of Saskatchewan divert funds currently spent on reacting to crime in the criminal justice system, to proactive targeted community based prevention projects.

Recommendation 2.6 This Commission recommends that the Department of Indian and Northern Affairs Canada review the funding arrangement with First Nations Child and Family Services agencies to ensure that services to prevent children from coming into care are funded.

Recommendation 2.8 This Commission recommends that the Government of Saskatchewan facilitate a discussion with youthful parents regarding the concept of parenting centres/co-operatives to provide youthful parents respite, parenting knowledge and skill development.

Recommendation 2.9 This Commission recommends that the Department of Community Resources and Employment engage community and the various government departments and agencies providing services to children and their families, and together develop local community plans to strengthen family through provision of culturally relevant, parenting skill training.

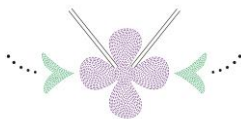
Recommendation 2.10 This Commission recommends that the governments of Canada and Saskatchewan, Federation of Saskatchewan Indian Nations and Metis Nation – Saskatchewan build strategies to respond to gangs that includes: education, prevention and intervention, and that information about gangs be provided to parents, schools and communities.

Recommendation 3.1 This Commission recommends that the Government of Saskatchewan, specifically the Minister of Community Resources and Employment, review this regulation with a view to increasing the amount of exemption for those on social assistance who receive a settlement from the Government of Canada for abuse suffered during their residential school experience and that the Government of Canada also reconsiders their position to a cap on their settlement.

Recommendation 3.2 This Commission recommends that education systems, Federation of Saskatchewan Indian Nations and Metis Nation – Saskatchewan, and others, support the introduction in kindergarten and Grade 1 of: nonviolence alternatives, information about violence in its many forms, the effects of such violence and solutions thereto, including the responsibility shared by all to eliminate violence, and that it be reinforced in subsequent grades.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Recommendation 3.3 This Commission recommends that all schools, with a high number of children who are living in poverty, implement a school nutrition program.

Recommendation 3.4 This Commission recommends that all governments promote the use of non-violent alternatives to child correction. Steps must be taken to ensure laws, policy and practice comply with the direction provided by the Convention on the Rights of the Child.

Recommendation 3.5 This Commission recommends that there be greater consideration given to delivering domestic violence programs that focus on dealing with partners and families.

Recommendation 3.6 This Commission recommends that all levels of government ensure that family violence programming for men and women is supported and more available.

Recommendation 3.7 This Commission recommends that the Government of Saskatchewan develop public awareness materials related to violence specifically suited for the needs of northern residents. To ensure that material is suited for needs in the North, there must be consultation from northern residents, including young people.

Recommendation 3.8 This Commission recommends all levels of government immediately resolve the jurisdictional dispute around the Victims of Domestic Violence Act on Indian reserves.

Recommendation 3.9 This Commission recommends that the Government of Saskatchewan or First Nation Councils or Metis Nation – Saskatchewan, whichever is appropriate, ensure that transportation is provided to women seeking shelter from violent situations and that adequate funding be provided for their stay.

Recommendation 3.10 This Commission recommends that:

3.10.1 There be funding from all governments to increase the number of beds available for women seeking safety from domestic violence situations;

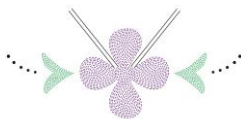
3.10.2. Funders providing resources to shelters ensure sufficient funds for the agencies to provide more training to their staff and more outreach to communities.

Recommendation 3.11 This Commission recommends that agencies providing shelter services to women and police services meet to find a solution to the issue of sharing information within the parameters of the privacy legislation.

Recommendation 5.7 This Commission recommends that the Government of Saskatchewan establish emergency detoxification facilities in cooperation with municipalities immediately in La Ronge, Prince Albert, Saskatoon, and Regina. In remote areas, the Commission recommends that these facilities are incorporated into the local hospital, or in these remote communities, provision be made for sobering up houses as an alternative to drunk tanks.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Recommendation 5.8 This Commission recommends that the Government of Saskatchewan, in cooperation with municipalities, establish detoxification facilities for youth in Saskatchewan.

Recommendation 7.1 This Commission endorses the report *Multiculturalism in Saskatchewan: Report to Ministers' Committee on Multiculturalism*. This Commission recommends that the Executive Director of Saskatchewan Culture and Heritage report, in writing, to the Implementation Commissioner, and shall clearly indicate progress made in carrying through the recommendations put forward in this Multiculturalism report

Recommendation 7.2 This Commission recommends that the governments of Canada and Saskatchewan, specifically Indian and Northern Affairs Canada and Saskatchewan Government Relations and Aboriginal Affairs, in consultation with representatives from the Federation of Saskatchewan Indian Nations and Metis Nation – Saskatchewan:

- a) create a directory for Saskatchewan of First Nations and Metis people who are recognized and respected as trainers/facilitators on cultural awareness and the promotion of healthy relationships between the First Nations and Metis cultures and the non-Aboriginal population; and
- b) that the directory be made available to organizations, government departments, and members of the justice system wishing to provide cultural awareness training to their employees; and
- c) that the list be reviewed and updated on an annual basis.

Recommendation 7.3 This Commission recommends that media outlets in Saskatchewan create an external community editorial board, including First Nations and Metis representatives, to review stories in the media and provide feedback to the producers and editors of stories on the portrayal of First Nations and Metis people.

Recommendation 7.4 This Commission recommends that the Department of Culture, Youth and Recreation take a lead role and work with other relevant government departments, agencies and non-governmental organizations, along with representation from the First Nations and Metis communities, to coordinate and host an anti-racism conference to coincide with March 21, 2005, the annual day on which Saskatchewan supports the Elimination of Racism and the centenary of Saskatchewan. This conference should be offered by videoconference, wherever possible, to ensure northern communities can participate.

Recommendation 7.5 This Commission recommends that the Saskatchewan Association of Rural Municipalities and Saskatchewan Urban Municipalities Association jointly, along with representatives from the Government of Saskatchewan, Federation of Saskatchewan Indian Nations, and Metis Nation – Saskatchewan, establish a committee to coordinate anti-racism activities in the year 2005.

Recommendation 7.6 This Commission recommends that the Government of Saskatchewan design and implement a media campaign which includes the use of public service announcements as much as



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



possible, by September 2005, with the assistance of First Nations and Metis people, to achieve the objectives below:

- Provide all citizens of Saskatchewan an opportunity to reflect on the contributions of First Nations and Metis peoples over the last 100 years of this province's development;
- Establish a broad-based understanding of how to build and maintain constructive and positive relationships among First Nations, Metis and non-Aboriginal people; and
- Assist individuals and communities to identify and eliminate inequities and barriers based on racial and cultural differences. This public education strategy must go beyond 2005 and must include an evaluation component.

Recommendation 8.1 This Commission recommends that the Government of Saskatchewan initiate a study to determine the reasons for the high number of First Nations and Metis youth remanded to custody followed by a strategy to reduce these numbers by March 31, 2005.

Recommendation 8.2 This Commission recommends that the Government of Saskatchewan develop a mental health services plan to prevent and treat mental disorders among children and youth not involved in the youth justice system.

Recommendation 8.3 This Commission recommends that the Government of Canada meet its legal, fiscal and historical obligations to the education of First Nations people. This includes ensuring adequate funding for post-secondary education and a commitment to engaging First Nations children and youth in achieving educational attainment both on and off-reserve.

Recommendation 8.4 This Commission recommends that the partners in the Policy Framework for Saskatchewan's Education System develop and deliver education outside the traditional school system to those not presently attending school between the ages of 6 and 16. This will require identification of these children and youth and subsequently finding creative means of ensuring their right to an education is respected.

Recommendation 8.5 This Commission endorses the direction of SchoolPlus but is concerned that without resources and a collaborative approach, SchoolPlus will not succeed. Therefore, it is recommended that the Government of Saskatchewan ensure that SchoolPlus is a priority and fully resourced.

Recommendation 8.6 This Commission recommends that all urban municipalities consider the need for transitional or orientation programs for First Nation and Metis youth who move from reserve or rural areas to the urban centres.

Recommendation 8.7 This Commission recommends that the Government of Canada consult with First Nations and Metis people to establish indicators of quality of life for 2004 for First Nations and Metis children in Saskatchewan's urban environments and that in 2009, these indicators be re-evaluated by investigating actions and initiatives undertaken to improve the quality of life of these children.



Recommendation 8.8 This Commission recommends that by April 1, 2005 the Government of Canada establish a Children's Advocate for Canada's First Nations and Metis children, reporting to Parliament, and accountable to First Nations and Metis people, with legislative authority to monitor and evaluate the impact of Canada's National Action Plan for Children, and be responsible to promote and protect the rights of First Nations and Metis children.

Recommendation 8.9 This Commission recommends that the governments of Canada and Saskatchewan, the Federation of Saskatchewan Indian Nations and the Metis Nation – Saskatchewan, in consultation with Saskatchewan's Children's Advocate, collectively review options to ensure that First Nations and Metis children, their families and their communities are afforded services and that advocacy services are provided in an accessible and culturally sensitive manner that respects their full human dignity.

Recommendation 8.10 This Commission recommends that all governments transcend jurisdictions in the best interest of our children and our collective futures by creating a Declaration that addresses relationships between jurisdictions and creates long-term Saskatchewan First Nations and Metis Children and Youth Action Plans.

Recommendation 8.11 This Commission recommends that all Governments collaborate to sign a Declaration and create long-term Saskatchewan First Nations and Metis Children and Youth Action Plans that transcend all jurisdictions in the best interests of our children and our collective future. And that the Declaration be signed addressing the relationships between jurisdictions. The Saskatchewan First Nations and Metis Children and Youth Action Plans must involve First Nations and Metis youth, and all levels of government to create holistic Action Plans that must include social and capital infrastructure projects. These Action Plans are based on the principles of inclusion of First Nations and Metis children and youth, integrated services, involved communities and future focused.

Recommendation 8.12 This Commission recommends that the Implementation Commissioner be vested with the power and authority to monitor the development and implementation of the Saskatchewan First Nations and Metis Children and Youth Action Plans.

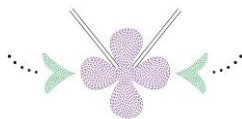
Report: 2016 National Roundtable on Missing and Murdered Indigenous Women and Girls: Outcomes and Priorities for Action to Prevent and Address Violence Against Indigenous Women and Girls

1. Improve culturally-appropriate responses to violence within families and relationships. Holistic healing, wellness and restorative justice are important culturally-appropriate tools for addressing trauma, mental health and addictions challenges in Indigenous families that have resulted from experiences of colonization, including the residential school experience, and racism.

5. Dedicate resources within governments for Indigenous women's issues with special attention to preventing and ending violence against Indigenous women and girls and supporting the issues related to MMIWG families, in order to strengthen connections between



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



government, Indigenous organizations and families.

6. Support the development of Indigenous cultural competency and anti-racism training programs for all public servants across governments, police and Justice system professionals to include components focused on Indigenous history, impacts of policies, legislation and historical Trauma.

7. Work to implement recommendations from the Truth and Reconciliation Commission. Reconciliation is fundamental to both preventing and addressing violence against Indigenous women and girls, as we continue to rebuild relationships of trust among both people and nations in Canada. 8. Support new and existing Indigenous women's councils and/or organizations, within their own jurisdictions, in order to strengthen their ability to provide advice and guidance to governments on improving Indigenous women's economic security, including safety and ending violence.

9. Improve the social determinants of health for Indigenous peoples. This will be supported by enhancing access to: education and training opportunities; safe and affordable housing; early childhood development programs and services; programming supports for parents, children, youth and families; and health care including mental health and addiction services. Improving access to these services for all Indigenous peoples will improve their social and economic status, which will in the long term reduce Indigenous women's unequal vulnerability to violence.

10. Create and implement common performance measures for use in assessing progress towards reducing the social and economic inequalities experienced by Indigenous peoples.

11. Support the development of Community Safety Planning to help define the risks that lead to crime and victimization, build on existing community supports, and identify gaps in responding to risks. This would be accomplished through coordinated engagement between Indigenous communities, inclusive of rural, remote, reserve, and settlement communities, and Indigenous, provincial, territorial and federal governments.

12. Expand Indigenous healing centres and holistic healing programming, including posttraumatic programming to be reflective and respectful of the experiences and healing practices of Indigenous peoples. This approach would include supports at the community and individual level, including addressing the inter-generational impacts of residential schools.

13. Continue coordinated efforts to reduce the high number of Indigenous children in care, and the provision of quality, monitored, and culturally-grounded care to those children in the child welfare system.

14. Enhancing community-based supports for Indigenous parents, children and families (such as parenting skills, child care, respite, nutrition, and self-care). Federal / Provincial / Territorial governments could work with Indigenous communities, inclusive of rural, remote, reserve, and settlement communities, to assess the availability and quality of community-level supports for parents, children and families and address any gaps that are identified.



15. Improve coordination of holistic front-line services for Indigenous victims and encourage the recruitment and retention of Indigenous front-line workers to provide these services.

Report: Executive Summary: Connecting Our Spirits, 2015 Family Gathering of Missing and Murdered Indigenous Women and Girls

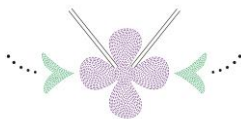
Support for Families

1. Create access to immediate and continuous support and follow up for families. Families need a range of options to choose from, including culturally safe counselors and access to Elders. These supports must be available at all times, in all communities, not just between 8:30 and 4:30, and not offered in isolation (e.g. one grief workshop) — consistent follow up is needed for healing.
2. The first step is to identify all of the families. Not all families have been identified at this time. However, when they do come forward and are ready to share, they will need wrap around support, and opportunities to have their voices heard.
3. Supports for families can't just fall to community members and families. Professional support that goes to the different communities is of paramount importance. Face to face counseling supports are needed; a 1-800 number is not adequate.
4. Counseling programs need to provide options for whole family counseling, as well as grieving camps - preferably on the land. Healing the whole family is a traditional value. The whole family is affected, and it is imperative to have access to support in our own community.
5. Families need to be able to choose their supports, and have access to them in their own community, so that they are comfortable with their helper.
6. Create resources for families to support each other in different ways. We need to build our capacity to be supportive; we need access to resources to allow us to be physically present for other families as they are going through trials or investigations.
7. Resources need to be allocated to and expended at the family and community level into critical areas, such as: crisis response and aftercare, travel costs to attend court proceedings, annual family gatherings, and family-to-family support.
8. There needs to be someone to check on families. This person needs to come around in a traditional way — not just over the phone. Even if people are drinking, it's ok to talk to them. When families are drinking, that's when they need the most support.
9. Families need someone who can help them through the whole process to heal, recover and be empowered.

Family Gatherings



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



10. The bulk of the resources are going to development of some big report — resources need to come down to our level. Resources should be used for family gatherings and community gatherings, not on a report that is collecting dust somewhere. We need more family gatherings to allow us to support each other, we need resources to heal the whole community.

11. More family gatherings are needed, so that families can talk with each other and provide support. Families need to know that they're not alone, and have a network of supports.

12. It is hard to stay connected and keep in touch when it is long distance. Family gatherings should be held at least once or twice a year.

13. Families need support before, during and after the family gatherings, and any other kind of meeting.

14. Family gatherings need to have some fun and creative activities, like the angel dolls, or a patchwork quilt like the national quilt. These should be displayed and travel to the communities.

15. Family gatherings also need some humour. Laughter is an important part of our cultural being. It is good medicine, and it teaches us to heal.

16. Family gatherings should include someone to make families laugh.

17. Supports need to be in place for family members who do not attend family gatherings as well. Family members often remain behind in the community, and they have no access to support.

18. Family gatherings shouldn't be limited to just the Yukon. There are a lot of family members outside the Yukon – Alaska, NWT, BC, Alberta, Saskatchewan. Our families are connected all over, and these connections need to be honoured.

19. At family gatherings, a healer from elsewhere should be brought in to help us through the journey of letting go. We need to be able to be vulnerable, and we need a person who can guide us through it and put closure to the end of the session.

Support for Communities

20. Families are not the only ones affected. The whole community is impacted by the loss and therefore the whole community needs support and opportunities to participate in healing. The whole community is grieving. How we experience loss depends on how closely we are related to it.

21. Funding resources need to be allocated for grid searches, crisis support teams, food, and gas. This is currently done on a volunteer basis.

22. Resources are needed for capacity development and training for ongoing grief awareness, so that there are people in the community teaching each other how to help themselves.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



23. Develop a train the trainers on how to support families and communities through various stages of the grieving cycle. The Elders can't do it all, and shouldn't be expected to.

24. It is the young people who need the most help in the community; they have lots of things they haven't dealt with. A lot of times, too, children and youth will get into drugs because a party is a safer place to go when there is violence at home. There needs to be after hours support and safe places for youth in all communities.

25. More counseling supports are needed for youth. These need to be available more than once every three weeks. The young people need professional and culturally appropriate care, which should be offered through the school and the college to start. Support needs to be provided by someone they feel comfortable talking to, someone they trust and feel safe with.

26. More programs for youth are needed in the community. We need leadership and training programs for youth that they want to be part of.

27. It would be ideal if programs like Jackson Lake, for example, had mobile units and were able to go out to communities to provide support.

28. Better safety mechanisms and resources are needed for women fleeing violence. Not being able to leave the community until the next day is too dangerous. Women should not be turned away from safe houses or other places because they are drunk or high, or because it's after a certain time — there needs to be a safe place for them to go at all times.

Report: Missing and Murdered Indigenous Women in British Columbia, Inter-American Commission on Human Rights 2015

- This means addressing the past and present institutional and structural inequalities confronted by indigenous women in Canada. This includes the dispossession of indigenous lands, as well as historical laws and policies that negatively affected indigenous people, the consequences of which continue to prevent their full enjoyment of their civil, political, economic, social and cultural rights. This in turn entails addressing the persistence of longstanding social and economic marginalization through effective measures to combat poverty, improve education and employment, guarantee adequate housing and address the disproportionate application of criminal law against indigenous people. These measures must incorporate the provision of information and assistance to ensure that indigenous women have effective access to legal remedies in relation to custody matters. (para 306)

Report: Invisible Women: A Call to Action, A Report on Missing and Murdered Indigenous Women in Canada, Special Committee on Violence Against Indigenous Women, 2014

- Recommendation 5 That the federal government continue to support K-12 education on reserve as an important tool in combating the root causes of violence against Aboriginal women and girls.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



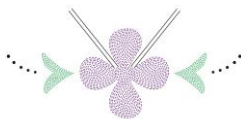
- Recommendation 6 That the federal government continue to support programming and legislation that allow Aboriginal communities to respond to violence.
- Recommendation 7 That the federal government examine options to address poverty as a root cause of violence against Aboriginal women and girls by empowering Aboriginal people through economic development opportunities and jobs and skills training.
- Recommendation 9 That the federal government support provincial, territorial and First Nation childcare agencies in their responsibility to ensure effective and accountable service delivery.
- Recommendation 15 That the federal government examine opportunities to improve the incorporation of best practices into existing programs and services available to Aboriginal women and girls.

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013

- “Provide adequate shelters and social services for victims of violence, including in rural areas and with specific culturally-sensitive services”

Report: Summary Report: Yukon Aboriginal Women’s Summit 2 – Strong Women, Strong Communities – Yukon Advisory Council on Women’s Issues and the Yukon Women’s Directorate, 2012

- “Build a centre for Aboriginal women and their families that is safe - with resources, welcoming women, counselling, functional gatherings, workshops, and programming”
- “Provide adequate, sustainable CORE funding for all Yukon Aboriginal women’s organizations”
- “Support efforts to reduce homelessness by increasing access to and availability of affordable, safe and healthy housing for Aboriginal women and children. Work with community partners to develop an affordable rent-to-own housing program and increase housing options and support for youth who want to live independently”
- “Build and permanently staff a traditional healing, treatment and after-care centre with land-based camps with programming that addresses trauma, addictions and violence, to heal the heart, mind, body and spirit. Services, programming and support will be culturally-relevant and gender-based and will incorporate traditional teachings, knowledge and medicines (Dene-Net-Sete-Tan), which means that it must support the whole family”
- “Address the high rates of depression/mental health issues of young rural Aboriginal girls by working with them directly by the age of 9 years old – in healthy activities, role models and opportunities to determine choices that open doors (see Health and Health Related Behaviours Among Young People in Yukon Survey results)”



Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report")
- Missing Women Commission of Inquiry, 2012

- “That Provincial Government provide additional funding to Aboriginal women’s organizations to create programs addressing violence on reserves, so that fewer women and youth are forced to escape to urban areas”
- “That Provincial Government provide additional funding to Aboriginal women’s organizations to provide more safe houses and counselling programs run for and by Aboriginal women and youth”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Provide more public recognition of the damage done by residential schools and more healing programs to address addictions and their effects on family relationships”
- “Recognize the high rates of violence experienced by Aboriginal women across Canada and create and fund specific programs to address this violence”
- “Provide funding to Aboriginal women’s organizations to create programs addressing violence on reserve, so that fewer women are forced to escape to urban areas”
- “Strengthen justice systems for dealing with violence on reserves, and develop homecoming programs so that women who have left their reserves as a result of violence can be welcomed back”
- “Provide more safe houses and counseling programs run for and by Aboriginal women”
- “Recognize that removing Aboriginal children from their families to place them in white foster homes is detrimental to both the children and their parents; provide support to
- parents to enable them to better parent instead”
- “Provide teens with more positive role models, including more Aboriginal role models”
- “Support Aboriginal youth to secure employment by providing better schooling, vocational training and life skills training”
- “Provide more funding for counseling and ensure that counseling is culturally appropriate
- and administered in an accountable manner”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Provide better low-cost, subsidized or free housing, including more women-only emergency shelters, for women in the DTES”
- “Get the City of Vancouver to invest in more housing, either by purchasing temporary and portable individual housing units or by taking over and refurbishing existing SROs”
- “Establish more “no-barrier” housing that accepts women who are actively using drugs or engaging in sex work”
- “Provide more drug treatment options to women”
- “Provide counseling for women who have experienced sexual or childhood abuse and may be using drugs to self-medicate”
- “Provide drugs by prescription, including methadone, heroin and stimulants, as a way of reducing the risks associated with addiction to illegal drugs”
- “Provide drug counseling and treatment programs for women who are imprisoned, including court-appointed therapeutic rehabilitation programs” (*consensus not necessarily reached for this recommendation*)
- “Provide life skills programs to women, including in prison” (*consensus not necessarily reached for this recommendation*)
- “Make sure that marginalized women are not denied access to services because they are using drugs or engaging in sex work”

Report: Collaboration to End Violence: National Aboriginal Women’s Forum: Report on Outcomes and Recommendations from Working Sessions - Province of BC’s Ministry of Aboriginal Relations and Reconciliation and the Native Women’s Association of Canada, 2011

- “A continuum of programs and services that assist women and girls who are at risk of or have experienced violence, as well as their children, families and communities, and that can be accessed throughout an individual’s full life cycle should be available in every community”
- “Programs and services that draw on or are based on culture and tradition should be available in all Aboriginal communities”
- “Wherever reasonably possible, programs and services should be delivered in the home communities of people using those programs and services”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Children and youth should have access to activities that will help strengthen their traditional and cultural knowledge and identity, and help them understand and negotiate the impacts of history on their present day lives”
- “Increase women’s access to services that are designed and delivered by Aboriginal women, including in-community victims’ services, advocacy services and activities that build capacity for Aboriginal women”
- “All provinces and territories should dedicate funding to provide emergency support to victims of domestic violence”
- “Establish single points of access where women can connect to integrated services”
- “Federal government departments or agencies should set family violence as a priority and allocate appropriate funding to support community-led activities in this area. The federal government should also share and strategically coordinate funding between and across departments and agencies and, if appropriate, with other levels of government”
- “Provincial government departments or agencies should set family violence as a priority and allocate appropriate funding to support community-led activities in this area. They should share and strategically coordinate funding between and across departments and agencies and, if appropriate, with other levels of government; lobby and advocate at federal, provincial and territorial levels and establish violence prevention as an area for statutory activity”
- “Municipal governments should provide in-kind support and share resources (e.g., public space for camps) and funding to support community-led activities”
- “Federal, provincial and territorial governments should ensure that funding is coordinated, timely and capable of meeting community needs”
- “Public health funds should be directed towards young vulnerable mothers with very young children and other high risk groups”
- “Government should increase investments in services for men, including treatment services that allow the removal of the man/perpetrator from the family home rather than the woman/victim”
- “All provinces and territories should dedicate funding to provide emergency support to victims of domestic violence”

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- “The MWWG recommends that FPT Ministers Responsible for Justice encourage Ministers responsible for work place health and safety to ensure that all employers assess the risk factors



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



that may make isolated employees vulnerable to serial predators within work environments and develop safety plans with employees in order to promote safety and reduce risk of harm”

- “The MWWG recommends that municipalities and First Nations, as appropriate, work with relevant community agencies and police to establish programs at key places where women rely heavily on hitchhiking, and incorporate strategies such as the shuttle bus transportation system recommended in the *Highway of Tears Report*”
- “As a priority Aboriginal organizations or organizations that work with high-risk Aboriginal populations be funded to support individual or group safety planning awareness and engagement, taking into account, in particular, the specific barriers women face, and their lack of protections on or off reserve”
- “The MWWG recommends that the FPT Community Safety and Crime Prevention Working Group should be asked to examine the need to make the personal safety of women a priority, with particular consideration given to those factors shown to increase the risk of violence from predators”

Report: Final Report: Strengthening the Circle to End Violence Against Aboriginal Women Ontario Federation of Indian Friendship Centres; Ontario Native Women’s Association; Métis Nation of Ontario; Independent First Nations, 2010

- “Increase the number of culturally appropriate services in the community”
- “Provide Aboriginal-specific programming”
- “Ensure counselling and other healing services are available in the community for each specific family member and the whole family”
- “Share knowledge and information”
- “Ensure a consistent quality of care and support for all services”
- “Develop an Aboriginal, community-based cultural “Child Witness” program”
- “Invest in education to prevent violence”
- “Fund an independent Aboriginal specific “help” line”
- “Establish Aboriginal Specific D.V. Coordinating Committees”
- “Existing Domestic Violence Coordinating Committees support Aboriginal specific programming”
- “MCSS staff work effectively with Aboriginal communities to deliver programs and develop policies”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Aboriginal shelters and MCSS funded programs are supported to develop board and staff capacity”
- “Develop policy and deliver programs in a way that is consistent with the Aboriginal community it is meant to serve”
- “Work in an integrated way with Violence Against Women services”
- “Ensure counselling and other healing services are available in the community for each specific family member and the whole family”
- “Address the lack of affordable housing for Aboriginal women”
- “Provide supports for women to find and maintain housing”
- “Increase the number of Aboriginal Transitional Support Workers (TSWs)”
- “Shift the organizational culture of Ontario Works to be able to be responsive and respectful to women who have experienced violence”

Report: A Call for Action, Summary Report, National Aboriginal Women’s Summit, 2009

- 1. Federal/Provincial/Territorial Governments must increase financial resources for family violence initiatives and abuse prevention programs; provide more national financial and policy support for enhanced programming regarding family violence and abuse for prevention, care, healing initiatives/treatment and support; and increase resources for child sexual abuse and Elder abuse programs and services.
- 2. Make violence against Aboriginal women and girls a priority in all areas. In health, this includes providing sexual and reproductive health services, particularly sexual health education programs, HIV/AIDS awareness, education and health prevention and promotion services. In education, particularly post-secondary education, this means supports that meet the unique needs of Aboriginal women, such as child care and housing, to decrease their vulnerability to violence and increase their opportunities for economic opportunities. In housing, this means ensuring that emergency shelters, second stage housing and transition shelters are adequately funded in areas where these services are currently not accessible to Aboriginal women.
- 3. Ensure that resources be available to address all issues that negatively impact on Aboriginal women’s well-being, including poverty, lack of housing, sexualized and racialized violence, employment, education, single parent families, healthcare, urban and remote issues, etc.
- 4. Ensure economic opportunity strategies consider all the socio-economic conditions that are required to create the right environment for Aboriginal women to participate in the economy.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



For example, child care, adequate housing, strategies to combat gendered racism, and ensuring that the right and fundamental freedom to live free from violence are all factors to be considered. Existing inequities facing Aboriginal women must be removed in all sectors. This requires the application of a culturally relevant gender- based analysis.

- 7. National and regional Aboriginal women's organizations (NAOs) must be provided appropriate resources for the development, implementation and monitoring of a national, long-term strategic plan for Aboriginal women in all spheres (social and economic development, etc.). Resources must reflect the unique circumstances of each group or geographical area.
- 9. Federal, provincial and territorial governments must address jurisdictional issues so that programs and services are provided irrespective of status and residency with specific agreements for delivery.
- 11. Aboriginal women must be actively involved and take their rightful place in self-determination and processes must be developed to ensure that their unique and important roles in Aboriginal governments be recognized.
- 12. Economic development for First Nation, Métis and Inuit women is a priority.
- 13. Educational outcomes for Aboriginal women must be improved through accessible affordable educational opportunities and increased financial resources.
- 14. Gender equity is a right and must guide all policies and legislation while taking into account the distinctiveness of First Nations, Métis and Inuit women.
- 18. Aboriginal languages are a significant part of identity. Language program funds need to be increased to allow for retention of the language from various nations. This is a vital part of maintaining cultures.
- 27. The Federal Government (as a result of the previous assimilation policies of residential schools that negatively impacted on languages) must fund the revitalization of indigenous languages through programs dedicated to adults, youth and children.

Report: First Nations Communities at Risk and in Crisis: Justice and Security - Journal of Aboriginal Health (academic article), 2009

- "Empowering the Healing Processes of First Nations"
- "Seek Comparable Funding for Preventative and Proactive Community Justice and Security Community Plans"
- "Building Community Capacity and Infrastructure"
- "Building Relationships"



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Review Models that Work (Project and Cooperative Governance)”

Report: No More Stolen Sisters: the Need for a Comprehensive Response to Discrimination and Violence Against Indigenous Women in Canada - Amnesty International, 2008

- “Review all social programmes to ensure that funding for programmes for Indigenous women, children and families is equitable to those available to non-Indigenous people in Canada and is sufficient to ensure effective protection and full enjoyment of their rights. Particular priority should be given to eliminating discrimination in funding for Indigenous child welfare”

Report: A Strategic Framework to End Violence against Wabanaki Women in New Brunswick, New Brunswick Advisory Committee on Violence against Aboriginal Women, 2008

- 5. Establish an information resource at the New Brunswick Advisory Council on the Status of Women and/or the NB Women’s Issues Branch on potential funding programs in the federal, provincial government levels and other sectors from which the NBAWCI and Wabanaki women’s groups can potentially access funding.
- 11. Establish a resource centre at the NBAWCI, once the organization has developed stable operations that will be useful to Wabanaki women’s groups in developing their capacities to meet the needs and concerns of Wabanaki women. This centre would provide expertise in areas of interest to Wabanaki women, e.g. proposal development, fiscal accountability, etc.
- 12. Provide training to service providers off reserve so they can better assist and address the needs of both on and off reserve Wabanaki women, children, Elders and women with disabilities dealing with violence.
- 13. Provide training in woman abuse protocols, recognizing neglected or abused children and reporting of these types of situations to service providers on reserve and Aboriginal organizations.
- 19. Investigate the situation regarding pay equity in First Nation communities. This could be initiated by First Nation governments with the assistance with agencies such as the Coalition on Pay Equity.
- 20. Institute transparent and objective hiring processes and policies in First Nation community workplaces, if these have not already been adopted by First Nation band governments.
- 21. Identify the existing numbers of Aboriginal provincial and federal government employees. The provincial and federal governments should actively continue with efforts to increase these numbers as part of their employment equity or equal employment opportunities initiatives. This may require ensuring there are suitable orientation programs for new Wabanaki employees; receptive cultural environments; and, addressing any systemic issues in the hiring and retention process.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 22. Undertake outreach activities to Wabanaki women, on and off reserve, on the part of agencies providing services and information for Aboriginal entrepreneurs.
- 23. Provide childcare options in First Nation communities for women working shift work, and ensure that services are available even when other community agencies may temporarily close.
- 24. Increase the numbers of affordable childcare spaces available in the province. This should be addressed by the Province of New Brunswick and daycare providers.
- 25. Develop and deliver culturally appropriate initiatives for Wabanaki young women on and off reserve to foster an attitude of self-sufficiency and reciprocity.
- 29. Develop and enforce human resource policies in First Nation communities that meet or exceed provincial and federal standards, but that are culturally appropriate for communities.
- 32. Deliver cross cultural training for service providers that will include some practical and culturally appropriate strategies for dealing effectively with Wabanaki clients and patients.
- 33. Offer or be receptive to both Wabanaki and western approaches to health, mental health and addiction related services so that individuals can access the type of assistance and support they are most comfortable with. This would particularly apply to service providers off reserve who may be less familiar with alternate Wabanaki approaches.
- 34. Identify and address jurisdictional gaps and inconsistencies in health, mental health and addiction services for Wabanaki individuals.

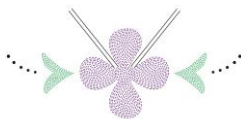
Report: Final report of the Provincial Partnership Committee on Missing Persons, October 2007.

- Families of missing persons should be supported by governments and involved agencies to develop a support network.
- The provincial government, in partnership with police services, First Nations, Métis and Aboriginal organizations, and local governments, should consult with families of missing persons to determine the form or forms that a provincial memorial to missing persons could take and how it would be implemented and maintained.
- The mandate of Victim Services should include the provision of support to families of missing people.
- The Committee recommends that the government undertake a study to better understand the issues related to the high number of runaways and to identify prevention and intervention strategies, particularly for chronic runaways and their families.

Report: Highway of Tears Symposium Recommendation Report, 2006



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Recommendation #13

- That recreation and social activity programs for Rural First Nation community youth, and Urban Aboriginal youth, be increased in the First Nation communities, towns and cities located along the Highway of Tears.
- That the number, types, and frequency of essential health and social services be increased for direct delivery to the First Nation communities located along the Highway of Tears.
- That a permanent Regional First Nation Crisis Response Plan be developed and implemented for First Nation communities, and Aboriginal families (Urban and Rural) experiencing a traumatic event.
- That a roster of fully qualified Aboriginal; mental health therapists, grief counselors, critical incident stress counselors, and other counselors of relevant specialty, be developed.
- That an exceptionally qualified First Nation Crisis Response Team be assembled, receive training on their roles, and be ready for deployment to any of the Rural First Nation communities, or Urban Aboriginal family, from which a victim disappears.
- That Aboriginal Agencies, or First Nation Communities, qualified to deliver such services, be assigned to provide long term counselling and support to Aboriginal victims' families upon their request and direction

Report: Applying Inuit Cultural Approaches in the Prevention of Family Violence and Abuse, Nuluaq Project, 2005

- 9. Consultation with Inuit healers in the establishment of counselling services and education programs aimed specifically at male members of Inuit society, designed to address the issues of abuse and the healthy regard of women and children.
- 7. The direct involvement of Inuit healers in the designing and implementation of drug and alcohol prevention programs.
- 10. The set up of an effective children's help line, available to all children in Aboriginal communities, with access to traditional Inuit counsellors.

Nuluaq Project, Research Report: Applying Inuit Cultural Approaches in the Prevention of Family Violence and Abuse, 2005

- 5. The establishment of a visible structure of frontline Inuit healing personnel who work in conjunction with existing agencies and who receive salaries equal with their role in Inuit society.

Report: Stolen Sisters – A Human Rights Response to Discrimination and Violence Against Indigenous Women in Canada, Amnesty International, 2004



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- The federal government should provide adequate, sustained, multi-year funding for initiatives to deal with the immediate and intergenerational impacts of both the physical and psychological abuse suffered at residential schools, including the loss of cultural identity.
- Federal, provincial and municipal governments should subject all social programs to a periodic review to ensure the accessibility and resourcing of programs for Indigenous women and families is at least on a par with those available to non-Indigenous people in Canada.
- In collaboration with Indigenous representatives and organizations, the federal government should take urgent action to address the chronic unemployment and poverty faced by Indigenous women and men both on and off reserve.

Report: Stolen Sisters – A Human Rights Response to Discrimination and Violence Against Indigenous Women in Canada, Amnesty International, 2004

- Federal, provincial and territorial governments should ensure adequate, sustained, multi-year funding to ensure the provision of culturally appropriate services such as shelters and counseling for Indigenous women and girls.
- Federal, provincial and municipal governments should subject all social programs to a periodic review to ensure the accessibility and resourcing of programs for Indigenous women and families is at least on a par with those available to non-Indigenous people in Canada.
- In collaboration with Indigenous representatives and organizations, the federal government should take urgent action to address the chronic unemployment and poverty faced by Indigenous women and men both on and off reserve.

Report: Start of Something Powerful: Strategizing for Safer Communities for BC Aboriginal Women, Pacific Association of First Nations Women, BC Women's Hospital & Health Centre, Association of Specialized Victim Assistance and Counseling Programs, 2003

- Recommendation 4: Funds be allocated for a transition house program for Aboriginal women in the North to be funded by Ministry of Community, Aboriginal and Women's Services.
- Recommendation 5: Funds be allocated for a new community based victim assistance program located in a region with high Aboriginal population, utilizing funds from the Ministry of Public Safety & Solicitor General.
- Recommendation 6: Core funding be provided by the Provincial Health Services Authority to develop a provincial Aboriginal women's organization with Aboriginal women's health and safety as a primary mandate.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- Recommendation 7: The Pacific Association of First Nations Women take a lead role to initiate this organization.
- Recommendation 8: The Ministry of Public Safety & Solicitor General provide funds to develop and implement education and training on variety of topics related to violence in Aboriginal communities delivered by Aboriginal women.
- Recommendation 9: Training be developed and provided by Aboriginal women focused on capacity building within Aboriginal communities on topics such as leadership, intersectoral coordination, policy and protocol development, etc.
- Recommendation 11: All social policy ministries in BC review existing research about Aboriginal women and violence to expand knowledge and inform policy, programs and services.
- Recommendation 12: The Ministries of Public Safety & Solicitor General and Community, Aboriginal and Women's Services take the lead role in this initiative, and provide funds for Aboriginal women to review the existing literature related to Aboriginal women and violence, aggregate the findings and recommendations and the Ministries begin to fund programs based on the recommendations.
- Recommendation 13: The Ministries of Public Safety & Solicitor General, Community, Aboriginal and Women's Services, Health Planning and Health Services allocate core funding directly to Aboriginal organizations and programs in the areas of anti-violence and health related services.
- Recommendation 14: The Ministry of Public Safety & Solicitor General review and alter their population-based funding formula to ensure that women in remote communities have access to services.
- Recommendation 15: The Ministries of Public Safety & Solicitor General, Community, Aboriginal and Women's Services, Health Planning, Health Services and Children and Family Development review current government funding criteria to ensure that it is accessible, relevant and equitable to Aboriginal women and peoples.

Report: Provincial Association Against Family Violence, Moving Toward Safety: Responding to Family Violence In Aboriginal and Northern Communities of Labrador, 2002

- A financial commitment to established women's groups that would increase their capacity to coordinate an integrated community response to family violence.
- Restructuring of the Nain Safe House to enhance its capacity to exist as a full-service shelter for families of northern Labrador. Changes must occur on several levels including physical space, staff and management training and salary structure.
- Reopening of the Hopedale shelter as a multi-service unit.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- The establishment of multi-service units in the other fly-in-only, policed communities in northern Labrador.
- The presentation of this report by the Provincial Association Against Family Violence to the Innu Nation recommending the establishment of a temporary multiservice unit in Davis Inlet, to be replaced by a 24-hour shelter following relocation to Natuashish.
- The establishment of a multi-service unit in a central, policed south-coast community.

Report: Pauktuuit, National Strategy to Prevent Abuse in Inuit Communities and Sharing Knowledge, Sharing Wisdom – A Guide to a National Strategy, 2002

- Sustain front-line workers and community services
- Deliver services that heal the Inuit
- Expand programs that build on Inuit strengths and prevent abuse.

Report: Aboriginal Justice Implementation Commission, 2001

- The Commission recommends that the Manitoba Government adopt, in consultation with the Assembly of Manitoba Chiefs and the Manitoba Métis Federation, a five-year Aboriginal employment strategy. The Government must make annual reports to the public on its progress in implementing this program.

Report: Royal Commission on Aboriginal Peoples, 1996

- 1.7.1 The Government of Canada
 - (a) commit to publication of a general history of Aboriginal peoples of Canada in a series of volumes reflecting the diversity of nations, to be completed within 20 years;
 - (b) allocate funding to the Social Sciences and Humanities Research Council to convene a board, with a majority of Aboriginal people, interests and expertise, to plan and guide the Aboriginal History Project; and
 - (c) pursue partnerships with provincial and territorial governments, educational authorities, Aboriginal nations and communities, oral historians and elders, Aboriginal and non-Aboriginal scholars and educational and research institutions, private donors and publishers to ensure broad support for and wide dissemination of the series.
- 1.7.2 In overseeing the project, the board give due attention to
 - the right of Aboriginal people to represent themselves, their cultures and their histories in ways they consider authentic;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- the diversity of Aboriginal peoples, regions and communities;
- the authority of oral histories and oral historians;
- the significance of Aboriginal languages in communicating Aboriginal knowledge and perspectives; and
- the application of current and emerging multimedia technologies to represent the physical and social contexts and the elements of speech, song and drama that are fundamental to transmission of Aboriginal history.

That the nature and scope of the injury caused to Aboriginal people by past policies in relation to residential schools be established and appropriate remedies devised therefor.

The Commission recommends that

- 1.10.1 Under Part I of the *Public Inquiries Act*, the government of Canada establish a public inquiry instructed to
 - (a) investigate and document the origins and effects of residential school policies and practices respecting all Aboriginal peoples, with particular attention to the nature and extent of effects on subsequent generations of individuals and families, and on communities and Aboriginal societies;
 - (b) conduct public hearings across the country with sufficient funding to enable the testimony of affected persons to be heard;
 - (c) commission research and analysis of the breadth of the effects of these policies and practices;
 - (d) investigate the record of residential schools with a view to the identification of abuse and what action, if any, is considered appropriate; and
 - (e) recommend remedial action by governments and the responsible churches deemed necessary by the inquiry to relieve conditions created by the residential school experience, including as appropriate,
 - apologies by those responsible;
 - compensation of communities to design and administer programs that help the healing process and rebuild their community life; and
 - funding for treatment of affected individuals and their families.
- 1.10.2 A majority of commissioners appointed to this public inquiry be Aboriginal.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 1.12.1 Acknowledge, on behalf of the people of Canada, the contribution of Aboriginal people within the Canadian Armed Forces during the wars of this century (the First World War, the Second World War and Korea) by
 - (a) giving a higher profile to Aboriginal veterans at national Remembrance Day services;
 - (b) funding the erection of war memorials in Aboriginal communities; and
 - (c) funding the continuing work of Aboriginal veterans' organizations.
- 1.12.2 Agree to Aboriginal veterans' requests for an ombudsman to work with the departments of veterans affairs and Indian affairs and northern development and national and provincial veterans' organizations to resolve long-standing disputes concerning
 - Aboriginal veterans' access to and just receipt of veterans benefits; and
 - the legality and fairness of the sales, leases and appropriations of Indian lands for purposes related to the war effort and for distribution to returning veterans of the two world wars.
- 1.12.3 Hire Aboriginal people with appropriate language skills and cultural understanding in the Department of Veterans Affairs to serve distinct Aboriginal client groups.
- 1.12.4 Establish and fund a non-profit foundation in honour of Aboriginal veterans to promote and facilitate education and research in Aboriginal history and implement stay-in-school initiatives for Aboriginal students.
- 3.3.11 Aboriginal, federal, provincial and territorial governments incorporate in funding agreements plans for capital development and operating costs of a network of healing lodges.
- 3.3.12 Federal, provincial and territorial governments, and Aboriginal governments and organizations, support the assumption of responsibility for planning health and social services by regional Aboriginal agencies and councils where these now operate, and the formation of regional Aboriginal planning bodies in new areas, to promote
 - (a) equitable access to appropriate services by all Aboriginal people;
 - (b) strategic deployment of regional resources; and
 - (c) co-operative effort between Aboriginal communities and communities of interest, consistent with the emergence of nation governments and confederacies.
- 3.3.13 The government of Canada provide funds to the national Aboriginal organizations, including national Aboriginal women's organizations, to permit them to prepare a comprehensive human resources development strategy in health and social services that



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- (a) facilitates and draws upon regional initiatives, integrates information from diverse sources, and is structured to incorporate regular updating;
 - (b) builds an inventory of Aboriginal human resources currently available in health and social services, identifying where, in what field and at what level Aboriginal personnel are currently practicing;
 - (c) assesses current and future Aboriginal human resources needs and identifies the actions needed on the part of governments, educational institutions and others to address these needs;
 - (d) assesses requirements for direct service personnel as well as for planners, researchers and administrators;
 - (e) collates an inventory and available evaluative data on training and education options;
 - (f) explores recruitment, training and retention issues;
 - (g) examines the personal and professional supports required to encourage Aboriginal professionals to practise in Aboriginal communities;
 - (h) develops proposals for a system to monitor the status of Aboriginal human resources; and
 - (i) develops an analysis of how, to the maximum extent possible, Aboriginal human resources development can be brought under Aboriginal control.
- 3.3.15 Federal, provincial and territorial governments and national Aboriginal organizations, including Aboriginal women's organizations, explore how training approaches and personnel complements of current health and social services, including the community health representative and drug and alcohol abuse programs, can contribute to a more comprehensive, holistic and integrated system of services, while helping to maintain continuity and adequacy of Aboriginal community services.
 - 3.3.16 Post-secondary educational institutions providing programs of study leading to professional certification in health or social services collaborate with Aboriginal organizations to examine how they can
 - (a) increase the number of Aboriginal students participating in and graduating from their programs;
 - (b) provide support for students to promote completion of programs;
 - (c) develop or expand specialized programs; and



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



(d) modify the curriculum of programs leading to certification so as to increase the cultural appropriateness and effectiveness of training provided to Aboriginal and non-Aboriginal students who will be providing services to Aboriginal people.

- 3.3.17 Post-secondary educational institutions and professional associations collaborate with Aboriginal organizations to ensure that professionals already in the field have access to programs of continuing professional education that emphasize cultural issues associated with the provision of health and social services.
- 3.3.18 Post-secondary educational institutions involved in the training of health and social services professionals, and professional associations involved in regulating and licensing these professions, collaborate with Aboriginal organizations and governments to develop a more effective approach to training and licensing that recognizes the importance and legitimacy of Aboriginal knowledge and experience.
- 3.3.19 The Association of Universities and Colleges of Canada and the Canadian Association of University Teachers encourage their members to implement the Commission's recommendations with respect to professional training of Aboriginal people for health and social services, and that these organizations provide leadership to help ensure that the recommendations are implemented.
- 4.2.1 The government of Canada provide funding to Aboriginal women's organizations, including urban-based groups, to
 - (a) improve their research capacity and facilitate their participation in all stages of discussion leading to the design and development of self-government processes; and
 - (b) enable them to participate fully in all aspects of nation building, including developing criteria for citizenship and related appeal processes.
- 4.2.2 Aboriginal governments and organizations provide for the full and fair participation of Aboriginal women in the governing bodies of all Aboriginal health and healing institutions.
- 4.2.3 Aboriginal governments and planning bodies with a mandate to develop new structures for human services undertake, in collaboration with women's organizations, an inventory of existing services, organizations and networks with a view to building on existing strengths and ensuring continuity of effort.

Report: Changing the Landscape: Ending Violence - Achieving Equality. Canadian Panel on Violence Against Women, 1994

- The Zero Tolerance Policy is based on the position that "no level of violence is acceptable, and women's safety and equality are priorities." The report recommends that all organizations and institutions review their programs, practices and products in light of the Zero Tolerance Policy, which they should use as a tool for creating a violence-free environment and for monitoring that



environment. The policy should also be applied in key sectors of society such as health and social services, legal institutions, workplaces, the military, educational settings, the federal government and religious institutions. While the implementation of a Zero Tolerance Policy in these sectors will address the overall nature of Canadian society, the report also includes a plan for action by for individual Canadians in their capacity as parents, partners, children, co-workers, friends and community members

- To implement a national child care plan based on the principles of equity and flexibility and to support that program through regulations and standards governing child care workers, programs and facilities.

Sub-theme 6a. The need to heal male perpetrators of violence and prevent the perpetuation of male attitudes that devalue the lives and experiences of Indigenous women

Report: 2016 National Roundtable on Missing and Murdered Indigenous Women and Girls: Outcomes and Priorities for Action to Prevent and Address Violence Against Indigenous Women and Girls

3. Develop a strategy that engages all men and boys in addressing violence against Indigenous women and girls.

Report: Collaboration to End Violence: National Aboriginal Women's Forum: Report on Outcomes and Recommendations from Working Sessions - Province of BC's Ministry of Aboriginal Relations and Reconciliation and the Native Women's Association of Canada, 2011

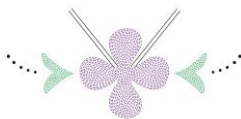
- "Government and Aboriginal leaders should explore ways to expand upon or adapt the model used by the Kizhaay Anishinaabe Niin: "I Am A Kind Man" Initiative for national implementation"

Report: Summary Report: Yukon Aboriginal Women's Summit 2 – Strong Women, Strong Communities – Yukon Advisory Council on Women's Issues and the Yukon Women's Directorate, 2012

- "Include men in violence prevention programming – we need to teach our men and boys their traditional roles and to be strong and healthy, so that they respect women and can share caregiver roles and family responsibilities. Support and invite men to share their perspectives, so that we also understand where they are coming from"

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- "Enforce harsher penalties for sexual assault, rape and murder; and institute rehabilitation programs aimed at changing behaviour of offenders" (*consensus not necessarily reached on this recommendation*)



Report: Collaboration to End Violence: National Aboriginal Women's Forum: Report on Outcomes and Recommendations from Working Sessions - Province of BC's Ministry of Aboriginal Relations and Reconciliation and the Native Women's Association of Canada, 2011

- "Activities for children designed to prevent violence and promote healthy relationships should be incorporated into elementary school activities and begin in the primary grades"
- "Government should increase investments in services for men, including treatment services that allow the removal of the man/perpetrator from the family home rather than the woman/victim"

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- "The MWWG recommends that FPT Ministers Responsible for Justice, in cooperation with other partners, should continue to provide adequate levels of monitoring, social support and intervention to sex offenders to interrupt patterns of serial predation"

Report: Final Report: Strengthening the Circle to End Violence Against Aboriginal Women Ontario Federation of Indian Friendship Centres; Ontario Native Women's Association; Métis Nation of Ontario; Independent First Nations, 2010

- "Ensure counselling and other healing services are available in the community for each specific family member and the whole family"

Report: Strategic Framework to End Violence Against Women - Ontario Native Women's Association & Ontario Federation of Indian Friendship Centres, 2007

- "That through an intensive process of examination, amendment and/or replacement, all legislation, policy, funding and programming processes ensure Aboriginal women are protected from all forms of violence and abuse"

Report: Nuluaq Project, Research Report: Applying Inuit Cultural Approaches in the Prevention of Family Violence and Abuse, 2005

- 9. Consultation with Inuit healers in the establishment of counselling services and education programs aimed specifically at male members of Inuit society, designed to address the issues of abuse and the healthy regard of women and children.

Report: Changing the Landscape: Ending Violence - Achieving Equality. Canadian Panel on Violence Against Women, 1994

Some of the selected strategies are:



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- to eliminate the discrimination between different categories of aboriginal women and their children in the *Indian Act*;
- to ensure that human rights legislation has the power to address systemic discrimination, as well as individual, complaint-driven cases of discrimination;
- to include sexual orientation as one of the prohibited grounds of discrimination in the *Canadian Human Rights Act* and in provincial and territorial human rights legislation where it does not at present exist;
- to reinstate and expand the Court Challenges Program, extending its sphere to provincial and territorial laws, and to provide full and adequate funding for its application by the various levels of government;
- to work with provincial and territorial governments to implement mandatory gender and race sensitivity training for all law students, lawyers, judges and para-legal personnel;

Report: Invisible Women: A Call to Action, A Report on Missing and Murdered Indigenous Women in Canada, Special Committee on Violence Against Indigenous Women, 2014

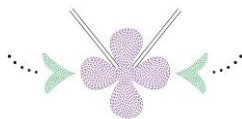
- Recommendation 2 That the federal government continue strengthening the criminal justice system to ensure, among other things, that violent and repeat offenders serve appropriate sentences.

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Enforce harsher penalties for sexual assault, rape and murder; and institute rehabilitation programs aimed at changing behaviour of offenders” (*consensus not necessarily reached on this recommendation*)

Report: Collaboration to End Violence: National Aboriginal Women’s Forum: Report on Outcomes and Recommendations from Working Sessions - Province of BC’s Ministry of Aboriginal Relations and Reconciliation and the Native Women’s Association of Canada, 2011

- “Provincial government departments or agencies should set family violence as a priority and allocate appropriate funding to support community-led activities in this area. They should share and strategically coordinate funding between and across departments and agencies and, if appropriate, with other levels of government; lobby and advocate at federal, provincial and territorial levels and establish violence prevention as an area for statutory activity”



Theme 9: The need for programming that addresses violence against Indigenous women and girls led by Indigenous people.

Commission on First Nations and Metis Peoples and Justice Reform

Recommendation 1.1 This Commission recommends that the Office of the Treaty Commissioner's mandate be continued beyond 2005 and that the Government of Canada, the Federation of Saskatchewan Indian Nations, and Office of the Treaty Commissioner, with an expanded mandate, accelerate their discussions concerning Treaty-based governance and take into account recommendations of this Commission in concluding agreements as quickly as possible.

Recommendation 1.2 This Commission recommends that the Government of Canada and the Metis Nation – Saskatchewan establish a Nation-to-Nation dialogue aimed at establishing appropriate governance structures for the Metis people that will address justice issues, as well as other aspirations and needs of the Metis people.

Recommendation 1.3 This Commission recommends that the Government of Saskatchewan also participate in these discussions as an observer.

Recommendation 1.4 This Commission recommends that:

1.4.1 The governments of Canada and Saskatchewan establish First Nations and Metis Leadership Development Funds to promote leadership training for First Nations and Metis people.

1.4.2 That an Institute on Traditional Law and Governance be established by 2007 to provide training to First Nations and Metis professionals and leaders in Saskatchewan.

Report: Thunder Bay Youth Suicide Coroner's Inquest, 2016

To: Canada, Ontario, the City of Thunder Bay, Thunder Bay Police Service, NAN, NNEC, KO, DFCHS and MLC

7. In moving forward with any initiatives that respond to the Inquest recommendations, the parties should be guided by the following statements:

- i. All of the Treaty Partners, including Indigenous communities and governments, Canada and Ontario, must respect the treaty rights of others and work together towards fulfilling treaty obligations;
- ii. First Nations governments exercise inherent control over their education systems;
- iii. First Nation communities seek to have greater responsibility to govern their own spiritual, cultural, social, and economic affairs;



iv. Without the improvement of conditions in First Nations reserve communities, a gap in education outcomes between Indigenous and nonindigenous students will remain;

v. Canada should support individual First Nations communities as they develop local solutions to the effects of colonial policy; and vi. In order to ensure timely delivery of publicly funded services to First Nations children, where jurisdictional divisions or disputes within or between governments threaten to delay or impede the provision of services, Jordan's Principle should apply.

Report: Researched to Death: BC Aboriginal Women and Violence, 2005

Aboriginal Women's Contribution To Social Policy Development

Aboriginal women understand the political and social reality of non-inclusion and the dangers that entails. The first recommendation is that there needs to a Provincial Aboriginal women's organization that offers support, training, and education to Aboriginal women. This organization would also have a mandate to provide input to policy makers on issues that [a]ffect Aboriginal women in order to improve and assist government in the development of relevant and effective policy and programs. This organization would be the "voice" that is rarely heard or understood at provincial and federal levels. BC Aboriginal women state that involvement required to ensure the safety of their families, communities and themselves.

Programs and Services

The second recommendation is for programs and services. What is required is on-going funding to support culturally relevant Aboriginal programming and services that are designed, delivered and implemented by healthy, Aboriginal women, Elders and community workers. The programming and services need to include a counseling component specific to intergenerational trauma issues and be delivered from a holistic approach to healing, meaning, that the victim, offender, the victims' and offender's family would all need support in their healing to create long term community change. ...

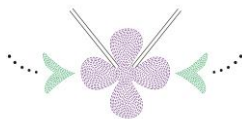
Training and Education

The third recommendation relates to training and education. The Aboriginal community and non-Aboriginal people, organizations, law enforcement, legal society, judicial system and government agencies receive education on the history of colonialism, cultural genocide, sexism, racism, forced assimilation, family violence, and violence against women in the sex trade. The overall society needs to also be educated on Aboriginal people's history and present challenges that support family violence. The societal awakening is a necessity to change the prevalence of violence directed at Aboriginal women and families. Aboriginal leadership with the financial support of the government needs to create workshops and conferences for Aboriginal community members, workers and leaders that are directed towards family violence, including sexual violence. Family violence, personal safety (prevention), and sex education are also a necessity that needs to be delivered in Aboriginal schools

Policy and Research



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



The fourth recommendation relates to policy and research. An implementation of past government commissions and inquiries reports completed on Aboriginal women and violence is a good start. An even better direction with long-term results would be to implement the Royal Commission on Aboriginal People and the United Nations human rights treaty bodies' recommendations that relate to "poverty and social marginalization of Indigenous peoples in Canada" (Royal Commission on Aboriginal People's Report; pp. 8).

Report: FPT Justice Framework to Address Violence Against Indigenous Women and Girls, 2016

Priorities:

- Raising awareness of the strengths and contributions of Indigenous cultures and Indigenous women to change negative attitudes and behaviours that devalue Indigenous women and girls
- Reducing the marginalization of Indigenous women and girls by improving socioeconomic conditions and outcomes
- Improving the relationship between non-Indigenous professionals in health care, education, other systems and Indigenous peoples
- Improving access to culturally appropriate social, health and community services
- Improving coordination of programs and services across sectors and among provinces, territories and the federal government

Report: Executive Summary: Connecting Our Spirits, 2015 Family Gathering of Missing and Murdered Indigenous Women and Girls

Culture and Ceremony

38. More ceremony is needed for healing and supporting families. We learn to heal through ceremony. Resources need to be made available for ceremonies to move throughout the territory, because not everyone can afford to attend — move ceremony around the territory.

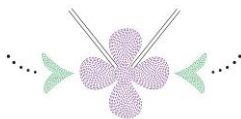
39. Elders and counselors are needed to support families and other community members to have talking circles in their homes.

40. Traditional belief systems and ceremony are important tools. We get affirmations from ceremony and from dreams. We need to make individual and community offerings (with red, white and navy blue cloth and tobacco) across country in ceremony. These offerings are for those who need to be called to ceremony for purification, and to ask for help and guidance and ceremony for ourselves.

41. The names of each of these women should be brought out and shared in a cultural, ceremonial and traditional way, through a potlatch that honours them and allows their stories to be shared.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Acknowledging these women publicly will bring closure. The whole potlatch is a sacred ceremony, but lots of additional ceremony (e.g. sweats) is needed before and after the potlatch.

42. A remembrance potlatch should be held annually to honour the women, and to bring families together in ceremony, and funding needs to be available to support families.

43. Ceremonies are happening all the time, and create a safe forum to come to and make a connection. Many are open to everyone who comes and makes an offering. We need resources to continue these ceremonies; this work is important and needs to be valued too. We need to have ceremonies for our people, and also send them out for ceremony; especially the young people.

Yukon Regional Roundtable

49. There must be room for families at the roundtable. Not just to attend, but to have a voice. Financial supports need to be made available to families. The gathering cannot help families if it isn't open to them and inclusive. Strong relationships need to be built in order to do the work.

50. All families who are available and willing to come need to be represented at the roundtable.

51. Families need ceremonial, cultural and counseling support before, during and after the roundtable. Family support workers need to be present at the roundtable, to help families carry forward the work.

52. Resources need to be made available to support families to meet the day before the roundtable, to prepare, and the day after, to debrief.

53. The roundtable should be opened and closed with a ceremony.

54. Families have expressed concern that that there will be another meeting, and about what happens to this report and recommendations. We do not need another report — we need an action plan that maps out how we are going to address these issues.

55. Government needs to be more constructive with resources. Less money should be allocated for government meetings, and more for supports in the community.

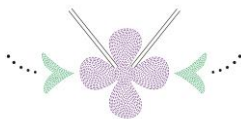
56. The RCMP need to be present at the roundtable and part of the conversation.

Report: A Call for Action, Summary Report, National Aboriginal Women's Summit, 2009

- 5. Recognize and understand the role and value of traditional Aboriginal reproductive, pregnancy and birthing knowledge; the loss of continuity of family and community care and involvement for women who must leave their communities during late pregnancy to give birth; the importance of Aboriginal women's roles in teaching young women about the physical aspects of womanhood and holding related ceremonies; and develop and implement a comprehensive strategy that promotes the inclusion of Aboriginal youth in the design and delivery of policy, programs and services.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 6. Aboriginal women must be engaged fully within environmental stewardship issues including water, land, food, air quality, medicines and access and benefit sharing of traditional knowledge on the use of resources, consistent with traditional and modern responsibilities.
- 17. Governments must work jointly with First Nation, Métis and Inuit to facilitate governance, capacity building and accountability with an emphasis on supporting the roles of Aboriginal women.
- 19. NAOs, Federal, Provincial, Territorial, and all governments ensure that “culturally-based” GBA [gender-based analysis] processes are established, and that Aboriginal women be resourced to define for themselves the impact of any proposed legislation, policy, programs and services. Protection of intellectual property and indigenous knowledge transmission must be included and respected through the GBA.
- 20. Implementing a culturally relevant gender based analysis (CRGBA) framework in all legislative, policy and programming at all government levels will provide critical insight into the current situation forcing outcomes to be more holistic and inclusive.
- 21. Full participation of Aboriginal women at all decision making tables is needed so they are well served in all legislative, policy and programming initiatives affecting Aboriginal people.
- 22. A lifelong learning strategy must be developed in key areas of early childhood development, primary, secondary, and post-secondary education, and skills development, and retention, which addresses the unique circumstances of Aboriginal women.
- 28. Provide support and recognition to traditional healers, opportunities for Aboriginal women to help develop traditional healing policies and programs, and encourage meaningful dialogue between Aboriginal healers and non-Aboriginal health care providers.
- 29. Develop a strategy to allow Aboriginal women to reclaim their traditional roles, pass on traditional knowledge, and revitalize their cultures and communities through increased research and educational opportunities.

Report: Collaboration to End Violence: National Aboriginal Women’s Forum: Report on Outcomes and Recommendations from Working Sessions - Province of BC’s Ministry of Aboriginal Relations and Reconciliation and the Native Women’s Association of Canada, 2011

- “Aboriginal leaders and community members need to take ownership of the response to violence against Aboriginal women and initiate activities in their own communities to prevent and address violence”
- “Aboriginal community members need to reinstitute community governance by establishing formal structures that support their ability to work together to address violence against Aboriginal women and other community issues”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



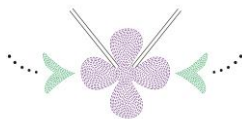
- “Ongoing consultation and communication must be established between government and Aboriginal women on policies, decisions, planning, projects or activities that affect or involve them”
- “Increase women’s access to services that are designed and delivered by Aboriginal women, including in-community victims’ services, advocacy services and activities that build capacity for Aboriginal women”
- “Government and Aboriginal leaders should explore ways to expand upon or adapt the model used by the Kizhaay Anishinaabe Niin: "I Am A Kind Man" Initiative for national implementation”
- “Working in partnership with Aboriginal communities and leadership, establish a virtual centre, clearinghouse or similar online resource where information and resources on violence against Aboriginal women can be aggregated and made publicly available”
- “Federal, provincial and territorial governments and national and regional Aboriginal leadership need to develop and implement a multi-year national strategy to facilitate collaboration and partnerships with Aboriginal organizations to develop and implement community-based solutions to address violence against Aboriginal women”
- “Departments and agencies in all levels of government should explore opportunities for interdepartmental and intergovernmental partnerships, as well as partnerships with Aboriginal government, leadership, organizations and communities”
- “Police services, Aboriginal leaders and grassroots community organizations should explore ways to establish mutually empowered and accountable working relationships”
- “Federal government departments or agencies should set family violence as a priority and allocate appropriate funding to support community-led activities in this area. The federal government should also share and strategically coordinate funding between and across departments and agencies and, if appropriate, with other levels of government”
- “Municipal governments should provide in-kind support and share resources (e.g., public space for camps) and funding to support community-led activities”

Report: A Framework for Action in Education, Economic Development and Violence Against Aboriginal Women and Girls - BC Aboriginal Affairs Working Group, 2010

- “Increase collaboration and engagement among governments, non- governmental organizations, service agencies, justice systems including courts and police forces, and National and other Aboriginal organizations with the goal of developing more coordinated approaches to address issues of violence against Aboriginal women, including missing and murdered Aboriginal women and girls. This could incorporate support for shelters and safe houses and other local initiatives”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Work together along with the federal government with a goal of developing comprehensive approaches to addressing violence against Aboriginal women and girls in Canada, including missing and murdered Aboriginal women and girls”

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- “The MWWG recommends that municipalities and First Nations, as appropriate, work with relevant community agencies and police to establish programs at key places where women rely heavily on hitchhiking, and incorporate strategies such as the shuttle bus transportation system recommended in the *Highway of Tears Report*”

Report: First Nations Communities at Risk and in Crisis: Justice and Security - Journal of Aboriginal Health (academic article), 2009

- “Empowering the Healing Processes of First Nations”
- “Seek Comparable Funding for Preventative and Proactive Community Justice and Security Community Plans”
- “Building Community Capacity and Infrastructure”
- “Building Relationships”
- “Review Models that Work (Project and Cooperative Governance)”

Report: Strategic Framework to End Violence Against Women - Ontario Native Women’s Association & Ontario Federation of Indian Friendship Centres, 2007

- “That the Ministers responsible to address the Domestic Violence Action Plan or its successor meet with Aboriginal women forthwith, to discuss the Framework to End Violence Against Aboriginal Women and ensure that they undertake, at a minimum, annual meetings with Aboriginal women concerning the progress of the Strategy, administration of funds, and the enhancements of policies designed to address violence against Aboriginal women and strengthen the government, organizational and community responses”

Report: A Strategic Framework to End Violence against Wabanaki Women in New Brunswick, New Brunswick Advisory Committee on Violence against Aboriginal Women, 2008

- 2. Establish a Wabanaki Women’s Issues Table as part of the First Nation/Province Bilateral process to bring forward the perspectives and address the concern of Wabanaki women, and to ensure that gender equity issues are addressed at the various tables of the bilateral process



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 3. Strengthen or initiate collaborative working relationships between the federal and provincial governments, First Nation communities, off reserve agencies and postsecondary education institutions in the different sectors that deal with violence to Aboriginal women, e.g., policing, health, social services, and others, to ensure that the needs of all Wabanaki women and children are considered.
- 4. Provide base operational funding to the NBAWCI so that it can increase its capacity and be an effective voice for Wabanaki women in New Brunswick.
- 6. Include NBAWCI at the different federal, provincial and First Nation government forums addressing Aboriginal issues in New Brunswick so that there is a strong voice representing the needs and interests of Wabanaki women in New Brunswick.
- 7. Facilitate linkages between NBAWCI and relevant key agencies, provincial and federal departments so that the concerns and interests of Wabanaki women can be brought forward, and partnerships and collaboration on issues relevant to Wabanaki women are facilitated. This should be undertaken by the Women's Issues Branch.
- 9. Provide the Women's Issues Branch with adequate funding to hire a provincial Aboriginal Coordinator to undertake and coordinate the work necessary to address violence against Wabanaki women and children. The Advisory Committee on Violence against Aboriginal Women would continue to provide advice.
- 10. Develop partnerships and collaboration between the NBAWCI and other agencies and institutions to develop the organization's networks, capacity and its work on Wabanaki women's issues. NBAWCI would take the lead for this action once it has established its base of operations.

Report: Final report of the Provincial Partnership Committee on Missing Persons, October 2007.

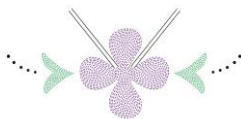
- "The provincial government, in partnership with police services, First Nations, Métis and Aboriginal organizations, and local governments, should consult with families of missing persons to determine the form or forms that a provincial memorial to missing persons could take and how it would be implemented and maintained"

Report: Pauktuuit, National Strategy to Prevent Abuse in Inuit Communities and Sharing Knowledge, Sharing Wisdom – A Guide to a National Strategy, 2006

- "Invest in training and capacity development"

Report: Highway of Tears Symposium Recommendation Report, 2006

- 12. "That Aboriginal Youth, who live in the Rural First Nations communities, and Urban Aboriginal Youth who live in the towns and cities on the Highway of Tears, be organized and listened to"



Report: Nuluaq Project, Research Report: Applying Inuit Cultural Approaches in the Prevention of Family Violence and Abuse, 2005

- “1. The transcription of all that can be learned from the oral tradition of healing practices. This generation of elders is the last truly traditional source we will have available to us. Their knowledge must be collected now”
- “2. The gathering and compilation of any written materials which may exist throughout the north by current and past healers, pertaining to specific case studies, advice, healing practices. This is of vital importance, and must be done in a timely fashion”
- “3. The establishment of centers in which Inuit healers train future Inuit healers in a structured, consistent manner. In addition, an effective screening process for applicants should be considered.”
- “4. The establishment of a set of qualifications for Inuit healers.”
- “5. The establishment of a visible structure of frontline Inuit healing personnel who work in conjunction with existing agencies and who receive salaries equal with their role in Inuit society.”
- 7. The direct involvement of Inuit healers in the designing and implementation of drug and alcohol prevention programs.
- 8. The direct involvement of Inuit healers in open discussion and educational programs designed to bring physical and sexual abuse issues into the open.
- 9. Consultation with Inuit healers in the establishment of counselling services and education programs aimed specifically at male members of Inuit society, designed to address the issues of abuse and the healthy regard of women and children.
- 10. The set up of an effective children’s help line, available to all children in Aboriginal communities, with access to traditional Inuit counsellors.
- 11. The involvement of aboriginal counselling experts in government planning and regulations.
- 12. Facilitation of movement from one community to another of healers when needed to assist in special circumstances.
- 13. The appropriate training of southern staff and counselors in a knowledge of Inuit culture and values, so that disparities in the two approaches are alleviated.

Report: Invisible Women: A Call to Action, A Report on Missing and Murdered Indigenous Women in Canada, Special Committee on Violence Against Indigenous Women, 2014



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- Recommendation 8 That the federal government engage First Nation communities to examine how to improve supports for shelters and front-line services on reserve for victims of violence.

Report: Missing and Murdered Indigenous Women in British Columbia, Inter-American Commission on Human Rights 2015

- Initiatives, programs and policies related to indigenous women should be tailored to their needs and concerns, including whether they are living on reserve or off reserve. Their consultation is crucial for the success of any initiative, especially given the context of historical and structural discrimination. In this regard, Canada should adopt measures to promote the active participation of indigenous women in the design and implementation of initiatives, programs and policies at all levels of government that are directed to indigenous women, as well as those that pertain to indigenous peoples more broadly. The selection of indigenous women to participate in these initiatives should be made in consultation with recognized associations of indigenous peoples and of indigenous women and their leadership. (para 308)

Report: Start of Something Powerful: Strategizing for Safer Communities for BC Aboriginal Women, Pacific Association of First Nations Women, BC Women's Hospital & Health Centre, Association of Specialized Victim Assistance and Counseling Programs, 2003

- Recommendation 3: Funds be allocated to the development of anti-violence programs managed and staffed by Aboriginal women.
- Recommendation 10: As all issues impact violence against Aboriginal women, Aboriginal women's involvement in policy making must extend beyond "violence against women" to include treaty and all other issues impacting Aboriginal peoples.

Report: Final Report: Strengthening the Circle to End Violence Against Aboriginal Women Ontario Federation of Indian Friendship Centres; Ontario Native Women's Association; Métis Nation of Ontario; Independent First Nations, 2010

- "Create a provincial Aboriginal Women's Violence Action Committee"
- "Establish Aboriginal Specific D.V. Coordinating Committees"
- "Existing Domestic Violence Coordinating Committees support Aboriginal specific programming"
- "MCSS staff work effectively with Aboriginal communities to deliver programs and develop policies"
- "Support Aboriginal women leadership in the implementation of the Strategic Framework to End Violence Against Women"

Report: Strategic Framework to End Violence Against Women - Ontario Native Women's Association & Ontario Federation of Indian Friendship Centres, 2007



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “That an Aboriginal women-specific gender-based analysis be developed by Aboriginal women in Ontario and be applied broadly by all levels of government.”
- That the Ministers responsible to address the Domestic Violence Action Plan or its successor meet with Aboriginal women forthwith, to discuss the Framework to End Violence Against Aboriginal Women and ensure that they undertake, at a minimum, annual meetings with Aboriginal women concerning the progress of the Strategy, administration of funds, and the enhancements of policies designed to address violence against Aboriginal women and strengthen the government, organizational and community responses.

Stolen Sisters – A Human Rights Response to Discrimination and Violence Against Indigenous Women in Canada, Amnesty International, 2004

- In collaboration with Indigenous representatives and organizations, the federal government should take urgent action to address the chronic unemployment and poverty faced by Indigenous women and men both on and off reserve.
- All levels of government should adopt such measures as are necessary to ensure that Indigenous women are consulted in the formulation and implementation of any policy that could affect their welfare and status.
- All levels of government should work with Indigenous peoples to strengthen and expand public education programs, including within the formal school system, that acknowledge and address the history of dispossession and marginalization of Indigenous peoples and the present reality of racism in Canadian society.

Provincial Association Against Family Violence, Moving Toward Safety:

Responding to Family Violence In Aboriginal and Northern Communities of Labrador, 2002

- A consultation process should be considered which would enable communities to begin planning proposed initiatives.
- A comprehensive evaluation process for all initiatives to ensure that goals and objectives are realized.

Report: The Aboriginal Justice Implementation Commission, 2001

Selected recommendations:

- The Government of Manitoba seek to enter into agreement with the Assembly of Manitoba Chiefs and the Manitoba Metis Federation to develop a plan that would result in First Nations and Métis communities developing and delivering Aboriginal child welfare services.

Report: Royal Commission on Aboriginal Peoples, 1996



Selected Recommendations:

- **3.2.6:** Aboriginal leaders take a firm, public stance in support of the right to freedom from violence of all members in the community, but particularly of women, children, elders, persons with disabilities and others who may be vulnerable, as well as in support of a policy of zero tolerance of actions that violate the physical or emotional safety of Aboriginal persons.
- **3.2.7:** Aboriginal governments adopt the principle of including women, youth, elders and persons with disabilities in governing councils and decision-making bodies, the modes of representation and participation of these persons being whatever they find most agreeable.
- **3.2.8:** The full and equal participation of women be ensured in decision-making bodies responsible for ensuring people's physical and emotional security, including justice committees and boards of directors of healing centres and lodges.
- **3.2.9:** Aboriginal leaders and agencies serving vulnerable people encourage communities, with the full participation of women, to formulate, promote and enforce community codes of behaviour that reflect ethical standards endorsed by the community and that state and reinforce the responsibility of all citizens to create and maintain safe communities and neighbourhoods.
- **3.2.10:** Federal, provincial and territorial governments promptly acknowledge that the field of family law is generally a core area of Aboriginal self-governing jurisdiction, in which Aboriginal nations can undertake self-starting initiatives without prior federal, provincial or territorial agreements.
- **3.2.11:** Federal, provincial and territorial governments acknowledge the validity of Aboriginal customary law in areas of family law, such as marriage, divorce, child custody and adoption, and amend their legislation accordingly.
- **3.2.12:** Aboriginal nations or organizations consult with federal, provincial and territorial governments on areas of family law with a view to
 - (a) making possible legislative amendments to resolve anomalies in the application of family law to Aboriginal people and to fill current gaps;
 - (b) working out appropriate mechanisms of transition to Aboriginal control under self-government; and
 - (c) settling issues of mutual interest on the recognition and enforcement of the decisions of their respective adjudicative bodies.
- **3.2.13:** With a view to self-starting initiatives in the family law area or to self-government, Aboriginal nations or communities establish committees, with women as full participants, to study issues such as



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- (a) the interests of family members in family assets;
 - (b) the division of family assets on marriage breakdown;
 - (c) factors to be considered in relation to the best interests of the child, as the principle is applicable to Aboriginal custody and adoption;
 - (d) rights of inheritance pertaining to wills, estates or intestacy; and
 - (e) obligations of spousal and child support.
- **3.3.1:** Aboriginal, federal, provincial and territorial governments, in developing policy to support health, acknowledge the common understanding of the determinants of health found in Aboriginal traditions and health sciences and endorse the fundamental importance of
 - holism, that is, attention to whole persons in their total environment;
 - equity, that is, equitable access to the means of achieving health and rough equality of outcomes in health status;
 - control by Aboriginal people of the lifestyle choices, institutional services and environmental conditions that support health; and
 - diversity, that is, accommodation of the cultures and histories of First Nations, Inuit and Métis people that make them distinctive within Canadian society and that distinguish them from one another.
 - **3.3.2:** Governments recognize that the health of a people is a matter of vital concern to its life, welfare, identity and culture and is therefore a core area for the exercise of self-government by Aboriginal nations.
 - **3.3.3:** Governments act promptly to
 - (a) conclude agreements recognizing their respective jurisdictions in areas touching directly on Aboriginal health;
 - (b) agree on appropriate arrangements for funding health services under Aboriginal jurisdiction; and
 - (c) establish a framework, until institutions of Aboriginal self-government exist, whereby agencies mandated by Aboriginal governments or identified by Aboriginal organizations or communities can deliver health and social services operating under provincial or territorial jurisdiction.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- **3.3.4:** Governments, in formulating policy in social, economic or political spheres, give foremost consideration to the impact of such policies on the physical, social, emotional and spiritual health of Aboriginal citizens, and on their capacity to participate in the life of their communities and Canadian society as a whole.
- **3.3.5:** Governments and organizations collaborate in carrying out a comprehensive action plan on Aboriginal health and social conditions, consisting of the following components:
 - (a) development of a system of Aboriginal healing centres and healing lodges under Aboriginal control as the prime units of holistic and culture-based health and wellness services;
 - (b) development of Aboriginal human resources compatible with the new system, its values and assumptions;
 - (c) full and active support of mainstream health and social service authorities and providers in meeting the health and healing goals of Aboriginal people; and
 - (d) implementation of an Aboriginal community infrastructure development program to address the most immediate health threats in Aboriginal communities, including the provision of clean water, basic sanitation facilities, and safe housing.
- **3.3.6:** Federal, provincial and territorial governments collaborate with Aboriginal nations, organizations or communities, as appropriate, to
 - (a) develop a system of healing centres to provide direct services, referral and access to specialist services;
 - (b) develop a network of healing lodges to provide residential services oriented to family and community healing;
 - (c) develop and operate healing centres and lodges under Aboriginal control;
 - (d) mandate healing centres and lodges to provide integrated health and social services in culturally appropriate forms; and
 - (e) make the service network available to First Nations, Inuit and Métis communities, in rural and urban settings, on an equitable basis.
- **3.3.7:** Federal, provincial and territorial governments collaborate with Aboriginal nations, regional Aboriginal service agencies, community governments and Aboriginal organizations, as appropriate, to adapt legislation, regulations and funding to promote
 - (a) integrated service delivery that transcends restricted service mandates of separate ministries and departments;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- (b) collaboration and shared effort between federal, provincial/territorial and local governments; and
- (c) the pooling of resources flowing from federal, provincial, territorial, municipal or Aboriginal sources.
- **3.3.8:** Aboriginal organizations, regional planning and administrative bodies and community governments currently administering health and social services transform current programs and services into more holistic delivery systems that integrate or co-ordinate separate services.
- **3.3.9:** Federal, provincial and territorial governments, in consultation with Aboriginal nations and urban communities of interest, co-operate to establish procedures and funding to support needs assessment and planning initiatives by Métis and other Aboriginal collectivities, in rural and urban settings, to
 - (a) form interim planning groups for rural settlements with a minimum of 250 Aboriginal residents, or catchment areas, whether urban or rural, with a minimum of 1,000 residents;
 - (b) compile an inventory of existing services, organizations and networks directed to meet Aboriginal needs, from which to build on existing strengths and ensure continuity of effort; and
 - (c) prepare plans to develop, operate and house healing centres, considering the goal of equitable access by Aboriginal people wherever they reside, the historical pattern of distinct Métis and treaty nation development in the prairie provinces, the availability and adaptability of municipal and provincial services, and the cost and efficiency of services.
- **3.3.10:** Aboriginal, federal, provincial and territorial governments, as appropriate, collaborate on regional initiatives to develop healing lodges providing residential services oriented to family and community healing, with priority being given to
 - (a) needs assessment and planning that reflect regional Aboriginal initiative and responsiveness to the diversity of cultures and communities;
 - (b) services broadly inclusive of all Aboriginal people resident in a region or associated with the nations of the region;
 - (c) institutions that collaborate with and complement other Aboriginal institutions and services, particularly healing centres delivering integrated health and social services; and
 - (d) governance structures consistent with emerging forms of Aboriginal self-government in the region.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- **4.2.1:** The government of Canada provide funding to Aboriginal women's organizations, including urban-based groups, to
 - (a) improve their research capacity and facilitate their participation in all stages of discussion leading to the design and development of self-government processes; and
 - (b) enable them to participate fully in all aspects of nation building, including developing criteria for citizenship and related appeal processes.
- **4.2.2:** Aboriginal governments and organizations provide for the full and fair participation of Aboriginal women in the governing bodies of all Aboriginal health and healing institutions.
- **4.2.3:** Aboriginal governments and planning bodies with a mandate to develop new structures for human services undertake, in collaboration with women's organizations, an inventory of existing services, organizations and networks with a view to building on existing strengths and ensuring continuity of effort.
- **4.3.1:** Aboriginal, federal, provincial and territorial governments acknowledge the essential role of Elders and the traditional knowledge that they have to contribute in rebuilding Aboriginal nations and reconstructing institutions to support Aboriginal self-determination and well-being. This acknowledgement should be expressed in practice by
 - (a) involving Elders in conceptualizing, planning and monitoring nation-building activities and institutional development;
 - (b) ensuring that the knowledge of both male and female Elders, as appropriate, is engaged in such activities;
 - (c) compensating Elders in a manner that conforms to cultural practices and recognizes their expertise and contribution;
 - (d) supporting gatherings and networks of Elders to share knowledge and experience with each other and to explore applications of traditional knowledge to contemporary issues; and
 - (e) modifying regulations in non-Aboriginal institutions that have the effect of excluding the participation of Elders on the basis of age.
- **4.3.2:** Aboriginal Elders be involved in the formulation and implementation of policies for the preservation and protection of sacred sites. In co-management situations, Elders should be board members.
- **4.3.3:** Federal, provincial and territorial governments



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- (a) recognize Aboriginal people's right of access to public lands for the purpose of gathering traditional herbs, plants and other traditional medicines where the exercise of the right is not incompatible with existing use; and
 - (b) consult with Aboriginal governments on guidelines to govern the implementation of this right.
- **4.4.1:** Youth centres be established on reserves and in communities, including urban communities, where there is a significant Aboriginal population. Where cultural centres exist they should develop a specific youth component, including cultural and recreational programs.
- **4.4.2:** Federal, provincial and territorial governments provide funding for community initiatives to establish Aboriginal youth camps that would
 - (a) pursue cultural activities linking youth with elders through the development of traditional skills and knowledge;
 - (b) promote a healthy lifestyle (counselling, fitness and nutrition); and
 - (c) encourage positive social interaction between Aboriginal youth of different nations and between Aboriginal and non-Aboriginal youth.
- **4.4.4:** The proposed Aboriginal sports and recreation advisory council promote programs and initiatives that are
 - (a) community-driven, based on needs identified by the community, with programming developed or modified by the community to meet the community's needs;
 - (b) sustainable, as opposed to one-time tournaments or events; and
 - (c) capacity builders aimed at providing instruction in recreation programming, leadership development and coaching skills.
- **4.4.6:** Co-operative home construction, based on the Habitat for Humanity model, be initiated in Aboriginal communities to provide housing, employment and construction skills for Aboriginal youth.
- **4.4.7:** Federal, provincial and territorial governments develop and adopt, through the leadership of the Ministry of State for Youth, and in close consultation with Aboriginal youth and their representative organizations, a comprehensive Canada-wide policy framework to guide initiatives and programs directed to Aboriginal youth.
- **4.4.8:** Key program areas for a Canada-wide Aboriginal youth policy be education, justice, health and healing, sports and recreation, and support programs for urban Aboriginal youth:



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- (a) Education in the broadest sense must be a priority, with greater efforts to develop a culturally appropriate curriculum that reinforces the value of Aboriginal culture. Transformative education — which uses students' personal experiences as a springboard for deeper analysis and understanding of the world around them — should be considered in developing initiatives in education.
- (b) The justice and corrections system has a substantial impact on youth. New programs should be developed and existing programs modified to focus on reintegrating youth into the community through approaches that reflect Aboriginal culture.
- (c) Health and healing must reflect the needs of Aboriginal youth, particularly in the areas of counselling and support.
- (d) Sports and recreation must be treated as an integral part of Aboriginal youth policy. Increased resources for facilities and programming are needed, as are trained people to co-ordinate sports and recreation programs for Aboriginal youth. Also, the sports community — athletes and fans — must be seen as a way to build and strengthen relationships among Aboriginal and non-Aboriginal people.
- (e) Aboriginal youth in urban areas need innovative programs to help them bridge the traditional and urban worlds and support their choices about where and how to live.
- **4.4.9:** All governments pursue the following goals in developing and implementing a Canada-wide Aboriginal youth policy: youth participation at all levels, leadership development, economic development and cultural rebirth, youth involvement in nation building, and cultural and spiritual development.
- **4.4.10:** The federal government provide funding for a biennial conference of Aboriginal youth delegates and invited representatives from government and non-government organizations, the purpose of which would be to
 - (a) review progress over the preceding 24 months on goals established under the Canada-wide Aboriginal youth policy; and
 - (b) set priorities for new policies and programs where a need is identified by delegates.
- **4.6.11:** All governments in Canada support the development of co-management regimes along the lines of those already established in the North.
- **4.6.12:** Federal and territorial governments establish a task force with strong Aboriginal representation to review all social assistance and income supplement programs across the territorial North with the goal of restructuring these programs to make them effective instruments in promoting a mixed economy and sustain viable, largely self-reliant communities.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées

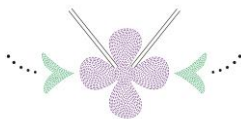


- **4.6.13:** Based on the work of the task force recommended in 4.6.12 and recognizing the fundamental changes under way in the structure and administration of social assistance programs across Canada, territorial governments take the initiative, in consultation with federal and provincial governments, to create a northern social policy framework with sufficient flexibility to allow existing levels of social assistance spending to be used to fund community work creation and provide income supplements related to community employment or traditional production and harvesting.



Theme 10: The need for more information concerning the performance of programs and strategies meant to address violence against Indigenous women and girls.

[Please note, to avoid duplication of recommendations in this document, recommendations for better program performance monitoring and reporting have been left under the themes relating to the substantive topics of these programs]



Theme 11: The need for law reform of discriminatory legislation.

Report: Aboriginal Justice Inquiry, 1991

- The Indian Act be amended to provide for the equal division of property upon marriage breakdown.

Report: A Call for Action, Summary Report, National Aboriginal Women's Summit, 2009

- 8. Action must be taken on a full suite of legislative initiatives including addressing the gender bias under the *Indian Act*, customary and family law reform, Bill C-31 and Canadian Human Rights legislation. Participants want to ensure that the Aboriginal and Treaty rights of Aboriginal women under Section 35(4) are recognized and protected.
- 10. Prior to the repeal of Section 67 of the *Canadian Human Rights Act*, a comprehensive multi-year plan must be developed for community education and consultation in order to define next steps.
- 15. Federal legislation related to Matrimonial Real Property (MRP) on-reserve must be enacted in order to ensure that the property rights of Aboriginal women are recognized and meaningfully respected upon marital breakdown. The proposed solutions must be reviewed to ensure that they do not result in inequitable impacts on Aboriginal women.
- 23. All levels of government in partnership with all Aboriginal organizations should take the necessary steps to address the root causes leading to the over-representation of Aboriginal women as victims and offenders within the criminal justice system.

Report: A Strategic Framework to End Violence against Wabanaki Women in New Brunswick, New Brunswick Advisory Committee on Violence against Aboriginal Women, 2008

- 26. Investigate band bylaws adopted by other First Nation communities in Canada that assist in creating the right conditions for reducing violence against Aboriginal women and children.
- 27. Explore and adopt band bylaws conducive to reducing violence against Wabanaki women and children in First Nation communities. This would be the responsibility of leadership in First Nation communities.
- 28. Develop or adapt existing protocols for service provision in First Nation communities necessary to reducing and dealing with violence against Wabanaki women and children, for example, Woman Abuse Protocols for First Nation communities.

Report: Strategic Framework to End Violence Against Women - Ontario Native Women's Association & Ontario Federation of Indian Friendship Centres, 2007



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- That through an intensive process of examination, amendment and/or replacement, all legislation, policy, funding and programming processes ensure Aboriginal women are protected from all forms of violence and abuse.

Final report of the Provincial Partnership Committee on Missing Persons, October 2007.

- Recommendation 4: The provincial government should review existing common law and legislation dealing with missing persons and develop a timely, comprehensive legislative response to deal with the estate of the missing person.
- Recommendation 12.1: The provincial government should amend provincial legislation to permit the disclosure of information on missing persons to police conducting a missing persons investigation as information necessary to protect the mental or physical health or safety of an individual.
- Recommendation 12.2: The Saskatchewan Minister of Justice should raise with the Federal Ministers responsible for Justice the need to amend federal legislation to ensure that when police are investigating a missing person case they have access to information under federal jurisdiction relevant to the investigation.

Report: Royal Commission on Aboriginal Peoples, 1996

- 1.16.1: To begin the process, the federal, provincial and territorial governments, on behalf of the people of Canada, and national Aboriginal organizations, on behalf of the Aboriginal peoples of Canada, commit themselves to building a renewed relationship based on the principles of mutual recognition, mutual respect, sharing and mutual responsibility; these principles to form the ethical basis of relations between Aboriginal and non-Aboriginal societies in the future and to be enshrined in a new Royal Proclamation and its companion legislation (see Volume 2, Chapter 2).
- 1.16.2: Federal, provincial and territorial governments further the process of renewal by
 - (a) acknowledging that concepts such as *terra nullius* and the doctrine of discovery are factually, legally and morally wrong;
 - (b) declaring that such concepts no longer form part of law making or policy development by Canadian governments;
 - (c) declaring that such concepts will not be the basis of arguments presented to the courts;
 - (d) committing themselves to renewal of the federation through consensual means to overcome the historical legacy of these concepts, which are impediments to Aboriginal people assuming their rightful place in the Canadian federation; and



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



(e) including a declaration to these ends in the new Royal Proclamation and its companion legislation.

That the appropriate place of Aboriginal peoples in Canadian history be recognized.

- 1.11.1 Governments acknowledge that where the relocation of Aboriginal communities did not conform to the criteria set out in Recommendation 1.11.2, such relocations constituted a violation of their members' human rights.
- 1.11.2 Parliament amend the *Canadian Human Rights Act* to authorize the Canadian Human Rights Commission to inquire into, hold hearings on, and make recommendations on relocations of Aboriginal peoples to decide whether
 - (a) the federal government had proper authority to proceed with the relocations;
 - (b) relocatees gave their free and informed consent to the relocations;
 - (c) the relocations were well planned and carried out;
 - (d) promises made to those who were relocated were kept;
 - (e) relocation was humane and in keeping with Canada's international commitments and obligations; and
 - (f) government actions conformed to its fiduciary obligation to Aboriginal peoples.
- 1.11.3 The Canadian Human Rights Commission be authorized to conduct inquiries into relocations, including those that occurred before the Commission's creation in 1978, and that with respect to the latter relocations, its mandate expire 15 years after coming into force.
- 1.11.4 Parliament amend the *Canadian Human Rights Act* to provide that it is a violation of the act if a relocation of an Aboriginal community does not conform to the six criteria listed in Recommendation 1.11.2, and that the provisions in Recommendation 1.11.11 apply in those circumstances where appropriate.
- 1.11.5 The Canadian Human Rights Commission be authorized specifically to provide a range of alternative dispute resolution mechanisms, including mediation, facilitation, and consensual arbitration.
- 1.11.6 The Canadian Human Rights Commission be given subpoena powers with respect to documents, evidence and witnesses, and powers to compel testimony and appoint experts and counsel.
- 1.11.7 The Canadian Human Rights Commission be given the authority to recommend a range of remedies to redress the negative effects of relocations, including



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- provision for essential social infrastructure or services or special community initiatives;
 - provision for relocatees to return to and re-establish in the home community;
 - provision for visiting between separated families;
 - funding of additional services, for example, to assist the readjustment of returnees, or all persons still adversely affected by the relocations;
 - settlement of individual claims for compensation for, among other things, unpaid work done or services rendered during relocation and personal property lost or left behind; and
 - costs, including future costs, incurred by relocatees or their representatives in attempting to resolve their complaints.
- 1.11.8 The Canadian Human Rights Commission be required to describe activity on relocation claims in its annual report and be authorized to make special reports as it sees fit and periodically review and report on action on its recommendations.
 - 1.11.9 Federal, provincial and territorial governments co-operate with communities and the Canadian Human Rights Commission by opening their files on relocation to facilitate research.
 - 1.11.10 Aboriginal communities be given funding by the Canadian Human Rights Commission, upon decision of a panel of advisers appointed by but independent of the Commission, as follows:
 - (a) seed funding, of up to \$10,000, to conduct preliminary research on their claims after *prima facie* assessment of the merits of their applications; and
 - (b) adequate additional funding when, in the panel's judgement, the communities have claims sufficient to warrant inquiry by the Commission.
 - 1.11.11 The Canadian Human Rights Commission be authorized to apply to an appropriate tribunal to obtain any appropriate measure against the government of Canada, or to demand in favour of the Aboriginal community or communities in question any measure of redress it considers appropriate at the time, where
 - (a) the parties will not agree to mediation or arbitration of the dispute; or
 - (b) proposals of the Commission have not been carried out within an allotted time to its satisfaction; and
 - (c) application to a tribunal or demand in favour of a community is with the consent of concerned communities.



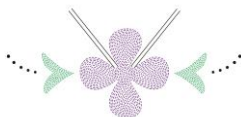
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 3.2.1 The government of Canada acknowledge a fiduciary responsibility to support Aboriginal nations and their communities in restoring Aboriginal families to a state of health and wholeness.
- 3.2.2 Aboriginal, provincial, territorial and federal governments promptly acknowledge that child welfare is a core area of self-government in which Aboriginal nations can undertake self-starting initiatives.
- 3.2.3 Aboriginal, provincial, territorial and federal governments promptly reach agreements on the authority of Aboriginal nations and their communities for child welfare, and its relation to provincial, territorial and federal laws respecting child welfare.
- 3.2.4 Block funding be provided to child welfare agencies mandated by Aboriginal governments or communities to facilitate a shift in focus from alternative child care to family support.
- 3.2.5: Until community of interest governments are established in urban and non-reserve areas, voluntary agencies endorsed by substantial numbers of Aboriginal people resident in the areas be authorized under provincial or territorial law to act in the field of child welfare
 - (a) where numbers warrant; and
 - (b) with levels of funding comparable to those of agencies providing comparable services to the general population and sufficient to meet the service needs of Aboriginal people.
- 3.2.6 Aboriginal leaders take a firm, public stance in support of the right to freedom from violence of all members in the community, but particularly of women, children, elders, persons with disabilities and others who may be vulnerable, as well as in support of a policy of zero tolerance of actions that violate the physical or emotional safety of Aboriginal persons.

Report: Researched to Death: BC Aboriginal Women and Violence, 2005

A transformation in Canadian perspective and law needs to be a priority. Canadian laws need to be changed that currently support “domination” and the continued victimization of women. One such law is the Indian Act’s non-inclusion of a provision similar to the off reserve’s equal division of property upon a marriage breakdown. A provision needs to be included in the Indian Act that allows for the same equal division of property for Aboriginal women on reserve.



Theme 12: The need for more comprehensive information-sharing concerning violence against Indigenous women.

Report: Police Abuse of Indigenous Women in Saskatchewan and Failures to Protect Indigenous Women from Violence , 2017

- Collect and make publicly available (as ethically appropriate) accurate and comprehensive race- and gender-disaggregated data that includes an ethnicity variable on violence against Indigenous women, as well as on use of force, police stops, and searches, with the guidance of Indigenous women leaders and in cooperation with Indigenous community organizations and the National Centre for Missing Persons and Unidentified Remains (NCMPUR). This recommendation should be acted on in accordance with Call to Action 39 of the Truth and Reconciliation Commission

Report: Protecting Sacred Lives Urban Aboriginal Youth Domestic Trafficking in Persons Policy Research Report

1. Further Research

I. Gather evidence-based information about human trafficking and related forms of sexual exploitation aimed at the development of toolkits and other materials that will provide better information and advice to children and youth, parents, communities, schools, service providers and police; and that will strengthen efforts to better prevent and respond to this violence

II. Research the extent and dynamics of the experiences of sexually exploited boys and youth and young men in the sex trade

III. Evaluate harm reduction approaches and existing programs to ensure that initiatives are exit oriented and are not triggering relapse

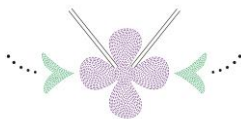
IV. Explore the role that poverty and the intergenerational effects of residential school and colonization play in familial-based sexual exploitation and trafficking

Report: Report of the Saskatchewan Indian Justice Review Committee, 1992

0.1 in consultation with Indian and Metis organizations, federal and provincial government departments design and implement data collection systems to provide detailed information to compare Aboriginal and non-Aboriginal contact with, and treatment by, the criminal justice system, especially with respect to family violence

Report: Commission on First Nations and Metis Peoples and Justice Reform, Saskatchewan

Recommendation 3.13 This Commission recommends that the Government of Saskatchewan provide funding to study the effectiveness of domestic violence programming.



Recommendation 3.14 This Commission recommends to all governments that there be further study on the concept and impact of hope, with a view to including hope in programming and assessment.

Report: 2016 National Roundtable on Missing and Murdered Indigenous Women and Girls: Outcomes and Priorities for Action to Prevent and Address Violence Against Indigenous Women and Girls

19. Review and enhance, in collaboration with Indigenous partners, accurate and reliable data collection systems and databases at the local and inter-jurisdictional level to track the prevalence of violence against Indigenous (First Nations-regardless of residency, Métis, Inuit) women and girls, including missing and murdered women and girls.

Report: Executive Summary: Connecting Our Spirits, 2015 Family Gathering of Missing and Murdered Indigenous Women and Girls

Sharing the Names of Loved Ones

44. The list of names should be expanded to include additional cases that have come to light since it was originally created.

45. The list of names should be shared. The names of these women should be made public in a cultural way, at a potlatch. All of the families need to be contacted directly, to let them know before the list is shared.

46. Once all of the families have been contacted, and it has been potlatched, the names should also be shared with the public.

47. The names need to be shared in a way that honours the women and their stories, Yukon-style. A memory book with photos and biographies and stories that reflects the women, their families, cultures and communities would be ideal.

48. A traditional memorial site is needed for these women, such as a memorial pole, a vigil site, or other monument.

Report: Invisible Women: A Call to Action, A Report on Missing and Murdered Indigenous Women in Canada, Special Committee on Violence Against Indigenous Women, 2014

- Recommendation 4 That the federal government implement a national DNA-based missing person's index
- Recommendation 10 That the federal government in cooperation with municipal, provincial and territorial governments examine the possibility of collecting police data on violence against Aboriginal women and girls that includes an ethnicity variable.

Report: Changing the Landscape: Ending Violence - Achieving Equality. Canadian Panel on Violence Against Women, 1994



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- to require all departments responsible for the compilation and dissemination of statistics to provide data based on gender and other significant demographic characteristics;

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013

- “Collect and make publicly available (as ethically appropriate) accurate and comprehensive, disaggregated data that includes an ethnicity variable on violence against indigenous women and girls in cooperation with indigenous community organizations and the National Centre for Missing Persons and Unidentified Remains (NCMPUR)”

Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report") - Missing Women Commission of Inquiry, 2012

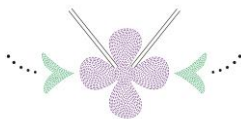
- “That Provincial Government undertake a community consultation, needs assessment and feasibility study concerning the reestablishment of an independent society comparable to the former Vancouver Police Native Liaison Society”
- “That the Minister of Justice establish a working group to develop options for enhanced legislative protection for exploited women. The working group should include representatives of sex workers, community-based organizations providing support to and advocacy for women engaged in the sex trade, Aboriginal women’s organizations, police agencies and the Crown Counsel Association”
- “That Provincial Government fund a community consultation process led by Aboriginal organizations to develop and implement a pilot project designed to ensure the safety of vulnerable Aboriginal youth during the rural-urban transition”
- “That Provincial Government fund a collaborative action research project on the entry of young women into the sex trade, especially Aboriginal women who are often homeless during the transition from reserves or foster homes to urban centres, and to develop an action plan to facilitate and support exiting the survival sex trade”

Report: Collaboration to End Violence: National Aboriginal Women’s Forum: Report on Outcomes and Recommendations from Working Sessions - Province of BC’s Ministry of Aboriginal Relations and Reconciliation and the Native Women’s Association of Canada, 2011

- “Explore ways to measure meaningful outcomes or assess the effectiveness of activities related to violence against Aboriginal women”

Report: A Framework for Action in Education, Economic Development and Violence Against Aboriginal Women and Girls - BC Aboriginal Affairs Working Group, 2010

- “Support the work of national organizations and Federal, Provincial and Territorial working groups. This support could include a review of existing initiatives with the goal of identifying



future opportunities for collaboration and engagement in areas such as gaps in the areas of service and program delivery, access to justice and root causes of violence against Aboriginal women and girls”

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- “The MWWG recommends that FPT Ministers Responsible for Justice encourage Ministers responsible for work place health and safety to ensure that all employers assess the risk factors that may make isolated employees vulnerable to serial predators within work environments and develop safety plans with employees in order to promote safety and reduce risk of harm”
- “The MWWG recommends that: jurisdictions work with justice system partners such as local police; community justice services; Aboriginal court workers; and victims’ services to support Aboriginal communities and organizations to assess safety risks to Aboriginal women and to develop local plans to respond to those risks”
- “The MWWG recommends that FPT Ministers Responsible for Justice consider undertaking or encouraging the continuation of research into the escalation of violence in criminal sexual predation as related to risk assessment processes”
- “The MWWG recommends that jurisdictions support research that monitors and evaluates the efficacy of measuring levels of psychopathy in offenders as a means of intervention”
- “The MWWG recommends that there be consideration by federal, provincial and territorial officials to better provide the tools needed to address preparatory conduct involved in facilitating sexual offences under the *Criminal Code*”
- “The MWWG recommends that FPT Ministers Responsible for Justice direct officials to engage in discussions with health professionals and other affected professional bodies to ensure that the existing protocols and legislation in each jurisdiction are adequate to address the public safety exemptions or whether legislative changes are required”
- “The MWWG recommends that jurisdictions support the use of risk assessment and monitoring of serious offenders, and support the work of Corrections authorities to continue improving these approaches”
- “The MWWG recommends that jurisdictions provide support to justice institutions, including correctional facilities and forensic psychiatric institutions, to develop and implement research-based therapeutic interventions that have the potential to interrupt paraphilic fantasies and the escalation of violence in sexual offenders”
- “The MWWG recommends that jurisdictions conduct a feasibility study on the development of a voluntary database containing information on individuals considered to be at high risk of going



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



missing, including developing criteria for such a database; and that the federal government lead the feasibility study, including a review of any legislative authority required for the collection and use of this information”

- “The MWWG recommends that jurisdictions support further consideration of the feasibility and utility of a Missing Persons Index, including potential resolutions to privacy concerns relating to the possible cross-matching feature of the sub-indices, and also subject to the ongoing review of the DNA Data Bank scheme”
- “The MWWG recommends that jurisdictions consider testing and evaluating community mobilization processes, such as adaptations of the Community Solutions to Gang Violence initiative in urban communities with a high population of vulnerable women”

Report: No More Stolen Sisters: the Need for a Comprehensive Response to Discrimination and Violence Against Indigenous Women in Canada - Amnesty International, 2008

- “Review all social programmes to ensure that funding for programmes for Indigenous women, children and families is equitable to those available to non-Indigenous people in Canada and is sufficient to ensure effective protection and full enjoyment of their rights. Particular priority should be given to eliminating discrimination in funding for Indigenous child welfare”

Report: Strategic Framework to End Violence Against Women - Ontario Native Women’s Association & Ontario Federation of Indian Friendship Centres, 2007

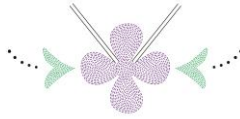
- “That an Aboriginal women-specific gender-based analysis be developed by Aboriginal women in Ontario and be applied broadly by all levels of government”

Report: Report on the 2011 Western Regional Forum on Supporting Families of Missing Persons, Policy, Planning and Evaluation Branch of Ministry of Justice and AG, 2011

- 13. Build a clearinghouse of information – A depository of information about missing persons consisting of items such as inventory kits, tools, checklists, pamphlets and other useful sources will be created. Some participants indicated that they may be able to employ a group of students to complete this task.
- 16. Establish a national database – NPSCMP is already working toward this goal, so it is important for participants to provide any support and help they can to Sergeant Prosper as her and her group work toward achieving this.

Report: Missing and Murdered Indigenous Women in British Columbia, Inter-American Commission on Human Rights 2015

- The IACHR recommends the development of data collection systems that collect accurate statistics on missing and murdered indigenous women, by consistently capturing the race of the victim or missing person. Capturing accurate data is the basis for moving forward in any initiative. (para 310)



Report: Royal Commission on Aboriginal Peoples, 1996

- 1.10.3: The government of Canada fund establishment of a national repository of records and video collections related to residential schools, coordinated with planning of the recommended Aboriginal Peoples' International University (see Volume 3, Chapter 5) and its electronic clearinghouse, to
 - facilitate access to documentation and electronic exchange of research on residential schools;
 - provide financial assistance for the collection of testimony and continuing research;
 - work with educators in the design of Aboriginal curriculum that explains the history and effects of residential schools; and
 - conduct public education programs on the history and effects of residential schools and remedies applied to relieve their negative effects.

That the nature and scope of the injury caused to Aboriginal people by past policies in relation to the relocation of Aboriginal communities be established and appropriate remedies devised therefor.

- 1.11.13 The national repository for records on residential schools proposed in Recommendation 1.10.3 and its related research activities also cover all matters relating to relocations.

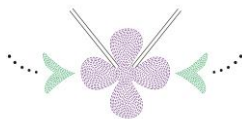
That the nature and scope of the injury caused to Aboriginal people by past discriminatory policies in relation to Aboriginal veterans be established and appropriate remedies devised therefor.

Report: No More Stolen Sisters: the Need for a Comprehensive Response to Discrimination and Violence Against Indigenous Women in Canada - Amnesty International, 2008

- 2. Support research into the extent and causes of violence against Indigenous women
 - The federal government should ensure adequate funding for comprehensive national research on violence against Indigenous women, including the creation of a national registry to collect and analyze statistical information from all jurisdictions.
 - In consultation with Indigenous peoples' organizations and organizations representing ethnic minorities, protocols should be developed to ensure that police consistently record and appropriately use data on the ethnicity of the victims and perpetrators of violent crimes.
 - The federal government should request the United Nations' Special Rapporteur on the situation of human rights and fundamental freedoms of indigenous people and Special



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées

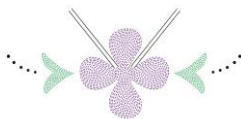


Rapporteur on violence against women, its causes and consequences, to jointly study and document patterns of violence against Indigenous women, including in Canada.

- Clear policies and practices should be established with respect to the timely provision of information, including autopsy results and coroners reports, to the families of missing and murdered persons.

Report: Final report of the Provincial Partnership Committee on Missing Persons, October 2007.

- There is a need for a more systematic and consistent approach to collecting data on: 1) missing person reports; 2) actual missing persons; 3) basic demographic information about missing persons; and 4) CPIC data entry.
- The SACP [Saskatchewan Association of Chiefs of Police] is encouraged to promote the concept of a national website or linked websites and the Saskatchewan Minister of Justice is encouraged to raise the need for a national website or linked websites on missing persons at the next meeting of Ministers Responsible for Justice.
- Recommendation 12.1: The provincial government should amend provincial legislation to permit the disclosure of information on missing persons to police conducting a missing persons investigation as information necessary to protect the mental or physical health or safety of an individual.
- Recommendation 12.2: The Saskatchewan Minister of Justice should raise with the Federal Ministers responsible for Justice the need to amend federal legislation to ensure that when police are investigating a missing person case they have access to information under federal jurisdiction relevant to the investigation.
- The Saskatchewan Minister of Justice should raise at the next meeting of Ministers Responsible for Justice the need for national consideration of whether and how a voluntary national information base or linked information bases on potential missing persons could be created.



Theme 13: The need for better supported community-based first response.

Report: Executive Summary - Addressing Mi'kmaq Family Violence: Family Violence and Aboriginal Communities, Building Our Knowledge and Direction through Community Based Research and Community Forums

Assessing the Potential for Creating a Community-based Response Strategy:

From this research we have learned that success requires:

- community design and ownership;
- sustainable mobilization; and
- sufficient resources to make choices available that are culturally valid and comprehensive.

Report: FPT Justice Framework to Address Violence Against Indigenous Women and Girls, 2016

Priorities:

- Supporting Indigenous Communities In The Development Of Individual And Community Safety Initiatives That Respond To Their Unique Cultural, Traditional, And Socio-Economic Needs And Realities

Report: Executive Summary: Connecting Our Spirits, 2015 Family Gathering of Missing and Murdered Indigenous Women and Girls

29. Search and rescue training is needed in all communities, even if it's a volunteer team in each community; they need to be professionally trained (like the program in Saskatchewan).

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Build networks of community organizations that can be mobilized when it is believed that someone has disappeared”

Report: Collaboration to End Violence: National Aboriginal Women's Forum: Report on Outcomes and Recommendations from Working Sessions - Province of BC's Ministry of Aboriginal Relations and Reconciliation and the Native Women's Association of Canada, 2011

- “All provinces and territories should dedicate funding to provide emergency support to victims of domestic violence”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Crisis response teams should be in place in all First Nation, Métis and Inuit communities, with adequate funding to train community members and sustain activities”

Report: Final report of the Provincial Partnership Committee on Missing Persons, October 2007.

- Recommendation 11: Police should establish protocols with community agencies to provide a formal system to fan out “Missing Persons Information”.
- The province and local government need to enhance search and rescue resources province-wide by standardizing provincial policy and providing provincial core funding to ensure volunteer sustainability.
- Recommendation 14.2: The province, communities and search and rescue organizations need to work cooperatively to ensure effective Search and Rescue responses by:
 - Creating a provincial SAR Advisory Council of representative and mandating agencies, for strategic and operational direction to SARSAV;
 - Creating a standard policy regarding the use of SAR teams;
 - Ensuring that municipalities and communities take ownership of SAR volunteer teams;
 - Providing basic SAR training and equipment to volunteers free of charge;
 - Ensuring trained SAR teams, SAR managers and trainers are available throughout all areas of the province;
 - Creating a central provincial database for all SAR events, training and personnel;
 - Ensuring consistent and timely involvement of SAR teams in a missing person’s event;
 - Providing specialized training for SAR volunteers, i.e. emergency management and recognizing the need for SAR teams in a disaster event, crime scene or evidence recovery;
 - Developing heavy urban SAR capacity;
 - Ensuring support systems are in place for long term and/or remote searches;
 - Ensuring liability protection for volunteers; and
 - Ensuring Critical Incident Stress Management support to SAR volunteers.
- The various Saskatchewan police forces need to establish protocols on when and how to engage search and rescue capacity in a missing person’s event.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- All school divisions are encouraged to develop policies and procedures for collaborating with police and/or school resource officers in missing persons cases, which may include procedures for requesting information from students and staff, appropriate communication and information sharing practices, and critical response provisions.
- The provincial government, the Federation of Saskatchewan Indian Nations, the Métis Nation of Saskatchewan, First Nations, and Métis communities and organizations should be encouraged to develop and enhance mutually supportive strategies to ensure that:
 - First Nations and Métis communities have the capacity to respond to a crisis when a person goes missing;
 - Trained Search and Rescue capacities exist in all communities that incorporate and are sensitive to the culture, language, traditions and values of those communities;
 - First Nations schools participate in prevention and response approaches similar to
 - the recommendations for provincial school involvement; and
 - Relationships between the police (RCMP and municipal police forces) and First Nations and Métis communities are strengthened in missing person cases.

Highway of Tears Symposium Report Recommendations, 2006

- Recommendation #7 - That the Rural Crime Watch Program be expanded to include a Highway Watch component along the full length of the Highway of Tears.
- Recommendation # 1 - That the Highway of Tears Community Governing Body, undertake the development of an Emergency Readiness Plan.
- Recommendation #2 - That the Emergency Readiness Plan contain specific timelines for the actions of the Community Emergency Readiness Teams commencing from the time a missing person's report is first received.
- Recommendation #3 - That this Emergency Readiness Plan contain a missing persons Alert and Response component in the form of community emergency readiness teams .
- Recommendation #4 - That this Emergency Readiness Plan be communicated to an Emergency Readiness Team(s) located in each city, town and First Nation community located along the entire length of the Highway of Tears.
- Recommendation #5 - That, to the greatest extent possible, existing and established community resources like Search and Rescue organizations and Fire Departments be utilized and expanded upon in building each Emergency Readiness Team.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées

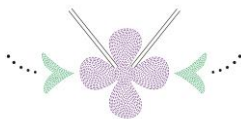


- Recommendation #6 - That there be two contact persons appointed; one acting as the primary, and one the backup secondary, who would be given authorization by the RCMP to enact the Emergency Readiness Plan in each community, and coordinate pre-determined Emergency Readiness Team actions.

Report: Provincial Association Against Family Violence, Moving Toward Safety:

Responding to Family Violence In Aboriginal and Northern Communities of Labrador, 2002

- Development of family violence response teams in communities with shelters or multi-service units together with agreements covering transportation and acceptable police response times for Postville and Black Tickle

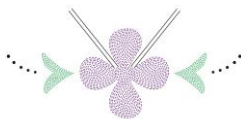


Theme 14: The need to better protect Indigenous women involved in survival sex work or who are being trafficked for sex.

Report: Strategic Actions for the Prevention of Human Trafficking of Inuit Girls and Women in Canada: Human Trafficking Workshop Summary, 2014

- A number of participants emphasized that parents and/or caregivers need to take more of an active role in monitoring the internet use in their homes. More importantly, that families and communities need to receive more education about internet safety including how traffickers lure girls and women through the internet. Teaching internet safety in schools and in the home is vital to reducing Inuit girls and women's vulnerability to human trafficking. Grandparents who may be primary caregivers may need to teach their children about the importance of internet safety rather than take on a monitoring role because they may not read English or use a computer.
- Educating families and communities about all elements of human trafficking was raised by many participants during the discussions because many Inuit communities do not know that it exists and those that do may feel it happens only in the South. Participants recommended using social media (radio, Facebook, etc.), making presentations and resources available to schools, health, and youth centres as some ways to educate the public. Also sharing real stories and experiences of those that have been trafficked locally can help raise awareness of the issue.
- Many participants identified low self-esteem as a leading cause to Inuit girls and women becoming vulnerable to human trafficking. Some remarked that low self-esteem allows girls and women to want to please others to fit in making them easily manipulated and controlled by others. Teaching to have pride in yourself and healthy boundaries in relationships were suggested as ways to help foster positive feelings of self-worth in Inuit girls and women.
- Addressing cultural issues that may stand in the way of fostering positive communication between younger and older Inuit generations is important reducing the vulnerability of Inuit girls and women to being trafficked. These issues may include feeling fear and/or shame, the younger generation feeling they cannot talk about certain issues with their elders, and technology creating a cultural divide between younger and older generations.
- Some participants stated that social issues contribute to the vulnerability of Inuit girls and women. Poverty, poor and overcrowded housing, and physical and sexual abuse are some of the most prevalent social issues facing Inuit communities. These issues need to be recognized and addressed as part of the action plan to reduce Inuit women's vulnerability because many Inuit girls and women leave their home communities in search of better living conditions or to escape abuse making them more susceptible to being lured by traffickers.

Report: Protecting Sacred Lives Urban Aboriginal Youth Domestic Trafficking in Persons Policy Research Report



7. Reduce Demand: Make Offenders More Accountable: Put measures in place to discourage consumer demand, which includes the immediate consumers of sexual services and the entire supply chain, including the recruiters, transporters and main exploiters of sexually exploited youth

Report: From heartbreaking to groundbreaking: stories and strategies to end sex trafficking in Canada, 2014

1. Grants

a) Provide stable five-year funding for up to 20 organizations working to prevent sex trafficking and helping women and girls to end the sexual exploitation and rebuild their lives.

- All programs will be evaluated to inform future service delivery and policy-making. Organizations that receive grants will be invited to come together to network, share knowledge and strengthen the capacity of the service sector.

b) Incorporate sex trafficking into our existing programs through:

- Additional funding for our annual violence prevention grants
- New developmental grants to enable existing grant recipients to improve their services for trafficking women and girls
- New grants to mobilize knowledge about sex trafficking within existing innovation projects funded by the Canadian Women's Foundation

2. Promoting collective action

a) Convene four Regional Roundtables to transfer knowledge and support community-based strategies to end sex trafficking. These roundtables will build upon existing regional networks and include representation from experiential women, community-based organizations, law enforcement and justice, child welfare, Aboriginal and Migrant communities, funding partners, government and the private sector.

b) Convene a one-day National Summit for specialists in four areas: ° Research and Data: to pave the way for consistent and sustained Canada-wide data collection and an agreed-upon national research agenda ° Technology: to advance the role of the internet and mobile communications in combating sex trafficking ° Legal Issues: to overcome legal barriers that impede prosecutions and prevent women and girls from coming forward ° National Co-ordination: to establish a body to keep the work moving forward for the greatest collective impact

3. Sharing knowledge and expertise towards system change

a) Present policy recommendations to relevant levels of government that encourage effective system change and create supportive environments for trafficked women and girls



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- b) Monitor emerging issues that affect sex trafficking in Canada and respond with strategies that address them
- c) Share our knowledge on sex trafficking at key conferences, annual meetings, schools, universities and community organizations
- d) Establish a small research budget to work with other organizations and fill gaps in knowledge

Report: An Exploration of Promising Practices in Response to Human Trafficking in Canada

1. Develop a system to collect reliable and evidence-based information about the incidence of human trafficking in Canada.
2. Develop a comprehensive, coordinated approach to human trafficking. Such an approach could integrate promising practices that Canada has already implemented, such as the Temporary Residence Permit Program for trafficked victims.
3. Promote gender equality through laws and programs to reduce violence against women and children.
4. Request relevant FPT mechanisms to further explore how the existing labour framework governing sectors that employ migrant and foreign workers could be enhanced through licensing, compliance and enforcement mechanisms to address human trafficking.
5. Provide training on human trafficking victim identification to a broader range of federal, provincial, territorial and municipal officials and community service providers, including first responders, health care workers, faith-based communities and other community service organizations. Support victim services organizations that seek to reintegrate and provide vocational training for trafficked victims.
6. Recognize the vulnerability of Aboriginal people, particularly children and women, to trafficking as well as the complexity of contributing factors. Consider continuing and enhancing programs that address these vulnerabilities.

Report: Sex trafficking of Indigenous Women in Ontario, 2016

1. Conduct provincial wide research initiatives that will result in actual statistics regarding the sexual exploitation of Indigenous women and girls in Ontario, without delay,
2. Ensure the provision of gender specific and culturally safe and effective strategies for combatting sexual exploitation of Indigenous women and girls by contributing the financial resources necessary to prevent, recover and maintain healthful living, forthwith,
3. To ensure an ongoing database to identify and locate the missing and murdered Indigenous women and girls of Ontario, forthwith,



4. To develop a protocol of accountability for those in positions of authority that further victimizes Indigenous women and girls through sexual exploitation (misconduct) and discriminatory practices.

**Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report")
- Missing Women Commission of Inquiry, 2012**

- “To provide funding to existing centres that provide emergency services to women engaged in the sex trade to enable them to remain open 24 hours per day” (*not a formal recommendation*)
- “That all entities with proposed responsibilities under the Living in Community Action Plan commit to these priority actions that together form a strong basis for enhancing the safety of women engaged in the survival sex trade”
- “That the City of Vancouver create and fund two community-based liaison positions to be filled by individuals who have experience in the survival sex trade”
- “That other communities be encouraged to undertake the type of collaborative community engagement strategy employed by Living in Community to develop an integrated strategy for enhancing the safety of women engaged in the survival sex trade”
- “That Provincial Government fund additional full-time Sex Trade Liaison Officer positions in the Lower Mainland”
- “That all police forces in British Columbia consider developing and implementing guidelines on the model of the Vancouver Police Department’s Sex Work Enforcement Guidelines in consultation with women engaged in the sex trade in their jurisdiction”
- “That the Minister of Justice consult with the judiciary, police and community representatives to develop a protocol providing the police with the discretion not to enforce a warrant in a circumstance where a sex trade worker is attempting to report a violent crime”
- “That Provincial Government fund a collaborative action research project on the entry of young women into the sex trade, especially Aboriginal women who are often homeless during the transition from reserves or foster homes to urban centres, and to develop an action plan to facilitate and support exiting the survival sex trade”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Decriminalize prostitution and take a harm-reduction approach; or impose stricter penalties for engaging in prostitution, including large fines and imprisonment; or adopt the “Nordic model,” which penalizes customers for engaging in illegal activities but not women” (*consensus not necessarily reached on this recommendation*)



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Provide more existing programs for women who wish to get out of the sex trade” (*consensus not necessarily reached on this recommendation*)
- “Make sure that marginalized women are not denied access to services because they are using drugs or engaging in sex work”
- “Make sure that women are working in areas that are well-lit and can be publicly monitored”
- “Develop spotter systems, either of women working or volunteers, to monitor women getting into vehicles”
- “Increase the use of social networking tools to share information”
- “Create a specific body to deal with complaints about police by those in the sex trade”

Report: Invisible Women: A Call to Action, A Report on Missing and Murdered Indigenous Women in Canada, Special Committee on Violence Against Indigenous Women, 2014

- “Recommendation 13 That the federal government continue to take appropriate action to reduce human trafficking and to reduce the violence and harm associated with prostitution.”

Report: Stolen Sisters – A Human Rights Response to Discrimination and Violence Against Indigenous Women in Canada, Amnesty International, 2004

- As part of ongoing review and implementation of laws regarding the sex trade in Canada, give police clear instructions to ensure that the fundamental rights of women involved in the sex trade are protected in the course of all law enforcement activities.

Trafficking

Report: BC Action Plan to Combat Human Trafficking, 2013

Priority Focus Area 1: Youth Prevent and address trafficking of youth for sexual exploitation

Priority Focus Area 3: Aboriginal Communities Prevent and address domestic trafficking of Aboriginal youth and women

Priority Action 1 Raise awareness and increase public understanding of human trafficking in BC.

Actions - Immediate

- Increase the number of school-based awareness-raising sessions on human trafficking and sexual exploitation by supporting Children of the Street Society in delivering workshops to BC schools.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- Support the development and testing of an innovative computer-based game on human trafficking aimed at youth.
- Increase the number of teachers in BC who are aware of human trafficking indicators and prevention methods by providing funding and support to the British Columbia Teachers' Federation workshop on human trafficking.

Actions – Long Term

- Increase public knowledge of human trafficking in BC through various awareness and education projects.
- Increase the number of youth in BC who are aware of the dangers of human trafficking and can spot the signs of grooming and luring by human traffickers.
- Increase the general knowledge of human trafficking laws in Canada by supporting the updating and distribution of the People's Law School booklet "Human Trafficking in Canada" and other measures.
- Explore opportunities with First Nations and Aboriginal communities for the creation of an Aboriginal specific response to educating Aboriginal youth and community members in BC.
- Implement an informed response including material on connections between gang activity and human trafficking, and highlight dangers of internet luring.

Priority Action 2 Increase the number of service providers and front line personnel with training on human trafficking to ensure trafficked persons are identified, protected, and assisted with appropriate and culturally relevant services.

Actions - Immediate

- Increase the distribution of the OCTIP bilingual online training tool on human trafficking for front line service providers Human Trafficking: Canada is Not Immune. Work with partners to link to training website and distribute the bilingual promotional bookmark for the online training website to BC/Canadian stakeholders (10,000 bookmarks to be distributed).
- Work with Ministry of Social Development to train front line workers using the OCTIP online training course Human Trafficking: Canada is Not Immune.

Actions – Long Term

- Increase the number of Community Safety and Crime Prevention Branch-funded program staff with knowledge and training on human trafficking. Increase the number of communities in BC with trained personnel to deliver human trafficking education and awareness sessions (ten key BC regions).



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- Increase the number of Crown counsel and other justice system partners in BC with knowledge about human trafficking.
- Increase profession and industry specific training on human trafficking and encourage collaboration and partnership on the development of curriculum (will depend on funding and interest by professional bodies and university programs such as health care, law, social work, and the hospitality industry).

Priority Action 3 Empower and build capacity in local BC communities (including Aboriginal communities) to prevent human trafficking and provide assistance to trafficked persons.

Actions - Immediate

- Increase capacity in BC communities to prevent and address human trafficking by facilitating a “Train the Trainer” event in northern British Columbia, including for Aboriginal and rural communities. (See Appendix D for more information on the “Train the Trainer” model)
- Provide Crime Prevention and Remediation grants for human trafficking and sexual exploitation awareness and prevention projects in BC communities. Actions - Long Term
- Work with communities to develop anti-human trafficking resource kits to assist with local prevention and awareness raising initiatives. Include information, materials, resources, and promising practices from human trafficking and sexual exploitation projects in BC.
- Explore the development and implementation of local safety audits and comprehensive community action plans to address human trafficking in BC communities.

Priority Action 4 Increase coordination of services to address the unique needs of trafficked persons in BC communities, emphasizing culturally appropriate responses.

Actions – Immediate

- Support efforts in Northern BC to increase coordination of services for trafficked persons.
- Increase the number of Branch-funded programs with knowledge about human trafficking and encourage their participation in leading efforts to coordinate services for trafficked persons in their local community. Actions - Long Term
- Develop a model protocol with and for community members to help guide the coordination of protections and services to children and youth who may be victims of human trafficking.
- Support local communities in developing a sustainable service model for assisting trafficked persons based on OCTIP’s Service Model. (See Appendix E) Ensure culturally appropriate services for Aboriginal communities are incorporated into local community service models where appropriate.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Priority Action 5 Increase research, policy and legislative responses to human trafficking in BC.

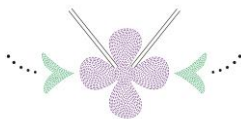
Actions - Immediate

- Support BC-focused research on vulnerabilities of temporary foreign workers to labour trafficking.
- Contribute information and participate in consultations on human trafficking to further inform the development of the National Action Plan to Combat Human Trafficking.
- Contribute BC-specific information to the RCMP Human Trafficking National Coordination Centre's Threat Assessment Report on domestic trafficking in Canada.

Actions - Long Term

In collaboration with ministries, municipal governments, law enforcement, federal government departments, provincial and federal agencies, and others as required:

- Increase understanding about the situation of temporary foreign workers and other vulnerable workers in BC.
- Collaborate on effective methods to prevent and eliminate labour trafficking in BC.
- Increase information and knowledge about domestic trafficking of Aboriginal youth and women in BC. Support BC-focused research on domestic trafficking of Aboriginal youth and women.
- Increase policy and legislative protections for trafficked persons in BC to give full effect to their internationally protected human rights and ensure they have access to services, supports and protection measures when required.
- Identify opportunities to expand services to trafficked persons who may face language and cultural barriers.



Theme 15: The need for measures to improve relationships between police services and Indigenous communities.

Report: Indigenous Peoples and Police Oversight, 2017

Recommendation 10.1: The oversight bodies should develop and deliver in partnership with Indigenous persons and communities mandatory Indigenous cultural competency training for their staff. This training should be a permanent and ongoing commitment within each organization, and include the following:

- a. A substantial course about Canada's Indigenous communities, with a focus on Ontario's Indigenous communities, including, but not limited to their history, culture, spirituality, language, and current issues. This training must be consistent, comprehensive, and available to all staff, especially those coming into contact or working with Indigenous peoples; and
- b. Key performance indicators to track outcomes and success.

Recommendation 10.2: The oversight bodies should increase outreach to Indigenous communities and establish meaningful and equitable partnerships with Indigenous organizations.

Recommendation 10.3: There should be ongoing recruitment and development of Indigenous persons at the oversight bodies, including in senior and leadership positions.

Recommendation 10.4: The oversight bodies should implement a culturally-competent approach to service delivery.

Recommendation 10.5: The oversight bodies should develop an ongoing audit process to assess the implementation and effectiveness of cultural competency and institutional change.

Recommendation 10.6: Consideration should be given to expanding the mandates of the oversight bodies to include First Nations policing, subject to the opting in of individual First Nations.

Report: Truth and Reconciliation Commission Final Report, 2015

Justice

25. We call upon the federal government to establish a written policy that reaffirms the independence of the Royal Canadian Mounted Police to investigate crimes in which the government has its own interest as a potential or real party in civil litigation.

26. We call upon the federal, provincial, and territorial governments to review and amend their respective statutes of limitations to ensure that they conform to the principle that governments and other entities cannot rely on limitation defenses to defend legal actions of historical abuse brought by Aboriginal people.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



27. We call upon the Federation of Law Societies of Canada to ensure that lawyers receive appropriate cultural competency training, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal– Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

28. We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal– Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and antiracism.

29. We call upon the parties and, in particular, the federal government, to work collaboratively with plaintiffs not included in the Indian Residential Schools Settlement Agreement to have disputed legal issues determined expeditiously on an agreed set of facts.

30. We call upon federal, provincial, and territorial governments to commit to eliminating the overrepresentation of Aboriginal people in custody over the next decade, and to issue detailed annual reports that monitor and evaluate progress in doing so.

31. We call upon the federal, provincial, and territorial governments to provide sufficient and stable funding to implement and evaluate community sanctions that will provide realistic alternatives to imprisonment for Aboriginal offenders and respond to the underlying causes of offending.

32. We call upon the federal government to amend the Criminal Code to allow trial judges, upon giving reasons, to depart from mandatory minimum sentences and restrictions on the use of conditional sentences.

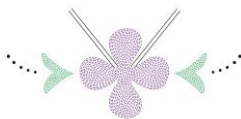
33. We call upon the federal, provincial, and territorial governments to recognize as a high priority the need to address and prevent Fetal Alcohol Spectrum Disorder (FASD), and to develop, in collaboration with Aboriginal people, FASD preventive programs that can be delivered in a culturally appropriate manner.

34. We call upon the governments of Canada, the provinces, and territories to undertake reforms to the criminal justice system to better address the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD), including:

- i. Providing increased community resources and powers for courts to ensure that FASD is properly diagnosed, and that appropriate community supports are in place for those with FASD.
- ii. Enacting statutory exemptions from mandatory minimum sentences of imprisonment for offenders affected by FASD.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



iii. Providing community, correctional, and parole resources to maximize the ability of people with FASD to live in the community. iv. Adopting appropriate evaluation mechanisms to measure the effectiveness of such programs and ensure community safety.

35. We call upon the federal government to eliminate barriers to the creation of additional Aboriginal healing lodges within the federal correctional system.

36. We call upon the federal, provincial, and territorial governments to work with Aboriginal communities to provide culturally relevant services to inmates on issues such as substance abuse, family and domestic violence, and overcoming the experience of having been sexually abused.

37. We call upon the federal government to provide more supports for Aboriginal programming in halfway houses and parole services.

38. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to eliminating the overrepresentation of Aboriginal youth in custody over the next decade.

39. We call upon the federal government to develop a national plan to collect and publish data on the criminal victimization of Aboriginal people, including data related to homicide and family violence victimization.

40. We call on all levels of government, in collaboration with Aboriginal people, to create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms.

41. We call upon the federal government, in consultation with Aboriginal organizations, to appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal women and girls. The inquiry's mandate would include: i. Investigation into missing and murdered Aboriginal women and girls. ii. Links to the intergenerational legacy of residential schools.

42. We call upon the federal, provincial, and territorial governments to commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the Constitution Act, 1982, and the United Nations Declaration on the Rights of Indigenous Peoples, endorsed by Canada in November 2012.

Report: The Aboriginal Justice Inquiry Final Report, 1991

The Role of Police in Society

- Police forces adopt a community policing approach, particularly in Aboriginal communities.

Employment Equity Programs

Police forces immediately institute employment equity programs to achieve Aboriginal representation equivalent to the Aboriginal proportion of the Manitoba population



Cross-Cultural Training

- Cross-cultural education components of all police training courses be reviewed and strengthened, and this process actively involve members of the Aboriginal community, resource persons and recognized experts.

All police officers be rotated through cross-cultural education programs, and periodic refresher programs be provided as part of the regular professional development programs of all police departments.

Any police recruits displaying racist attitudes be screened out of training, and police officers who display such conduct after joining the force be required to take further training or, if necessary, be formally disciplined or dismissed.

- The courts adopt the Anunga Rules of Australia, as rules of the court governing the reception into evidence of statements to police made by Aboriginal persons.
- All statements taken by police officers be either audio- or video-recorded. If the contents of a transcribed statement are challenged, or some tribunal wishes to hear how certain words were expressed, the tape or video can be played.

Video equipment be used to record the statements of all suspects in cases involving deaths and other serious cases. We suggest that the taping record the totality of each interview, including all introductory comments and explanations and warnings given by the police, and including any formal statement or other comments that result.

The videotape will be of great value. The impact would be reduced if accused persons could allege that promises or inducements were offered or pressure was applied to them before the taping began.

Where video equipment is not available, all statements be audio-recorded. The RCMP has tape-recorded some statements for years. We recommend that all police make that practice mandatory in all cases, with the use of video where statements are taken in an office with that equipment.

Police Forces in Manitoba

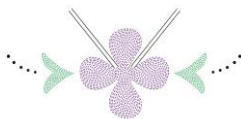
- As soon as possible, Aboriginal police forces take over from the RCMP the responsibility for providing all police services in Aboriginal communities.

The RCMP support the establishment of Aboriginal police forces and develop a policy of cooperation with such forces.

- While they continue to police Aboriginal communities, the RCMP and all other Manitoba police forces develop and make public an integrated strategy to strengthen their capacity to provide culturally appropriate policing services, and the strategy include the development of a process



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



of regular communication with Aboriginal organizations and communities, and the annual publication of reports which indicate progress in meeting the goals of the strategy.

- The Dakota Ojibway Tribal Council Police Force be provided with sufficient resources so that it can increase staff training and development in modern police methods, and gradually assume full responsibility for all law enforcement duties within its geographic jurisdiction.

Aboriginal communities be encouraged to form regional police forces and regional police commissions following the model of the Dakota Ojibway Tribal Council Police Force. These should be established under Aboriginal control and management.

- Metis and non-status communities consider the development of a regional police force, with a police commission.
- The Liquor Control Act be amended to place limits on the amount of alcohol an individual can purchase at any one time without a permit.

The transport of large quantities of alcohol without a permit be made illegal. Transporters of illegal shipments should not only be subject to fines, but should also face the loss of their licences and vehicles.

Police forces, in conjunction with local Aboriginal governments that have prohibited the importation of alcohol to their reserves, undertake special enforcement programs designed to halt any illegal importation.

- New targets be set by the RCMP to bring appropriate numbers of Aboriginal men and women into the force as full officers more quickly than is currently contemplated.

The RCMP employ Aboriginal police and civilian staff in their detachments in proportion to at least the Aboriginal population of the province and preferably in proportion to the Aboriginal population being served.

- The Winnipeg Police Department prepare and table with the city council and the Minister of Justice, no later than December 31, 1991, an employment equity plan which has clear targets, target dates and remedies should targets not be achieved.

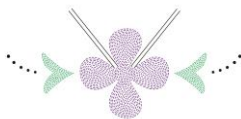
The City of Winnipeg Police Department set an initial target of 133 Aboriginal police officers. The first step in reaching that goal should be to designate the next recruiting class as entirely Aboriginal. Thereafter, 50% of each recruit class be dedicated to Aboriginal recruits until the target has been met.

The Winnipeg Police Department be required to report publicly the progress of its employment equity program to the Minister of Justice.

A portion of the funding provided by the Province to the City of Winnipeg for police salaries be conditional on the Winnipeg Police Department's using that funding only for the hiring of Aboriginal police officers.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



The assignment of Aboriginal police officers not be restricted to the core area or other Aboriginal areas of the city of Winnipeg

The Winnipeg Police Department no longer rely on the grade 12 educational criterion for police recruitment and develop approaches which more appropriately test recruits' ability to perform the functions required of police officers.

- The City of Brandon Police Department prepare and table with Brandon City Council and the Minister of Justice an employment equity plan no later than December 31, 1991, which will increase the numbers of Aboriginal people on the City of Brandon Police Department to a level equal to their proportion of the Manitoba population. The plan should include target dates by which to achieve that proportion and remedies should those targets not be met.

The Brandon Police Department set an initial target of nine Aboriginal police officers and that the City of Brandon Police Department dedicate that number of positions for Aboriginal recruits in its next recruit class.

Both the City of Winnipeg Police Department and the City of Brandon Police Department consider hiring Aboriginal police officers who already have policing experience with an Aboriginal force or with the RCMP.

Aboriginal people be represented among the civilian members of both the City of Winnipeg Police Department and the City of Brandon Police Department in the same proportion as their presence in the province's population.

The City of Brandon Police Department, in cooperation with the Brandon Friendship Centre, develop a program to reach out to and inform Aboriginal people living in Brandon about policing issues.

The Provincial Police Act and the Manitoba Police Commission

- The Provincial Police Act make explicit provision for the recognition of any police commission or committee which is established to provide police services in any municipality, unorganized territory, or Aboriginal community in Manitoba.

The Manitoba Police Commission prepare and enforce a wide range of regulations covering recruitment, training, equipment, procedures, supervision of, and support for, police forces in Manitoba.

Aboriginal Systems of Policing

- The Provincial Police Act be amended to provide for the establishment of a provincial Aboriginal Police Commission with authority to prepare and enforce a wide range of regulations covering recruitment, training, equipment, procedures, supervision of, and support for, Aboriginal police forces in Manitoba.



National Inquiry into Missing and Murdered Indigenous Women and Girls Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Final decisions concerning the size, composition and manner of appointment to the Aboriginal Police Commission be made by Aboriginal people.

The Provincial Police Act be amended to provide for the appointment of an Aboriginal Police Commissioner, to serve the Aboriginal Police Commission, with any such person being selected by Aboriginal organizations responsible for Aboriginal police forces.

Agreements be developed between the provincial Aboriginal Police Commission, local police commissions, the RCMP and the provincial Justice department for Aboriginal police forces to provide full police services to Aboriginal communities, with a firm timetable for achieving this goal, including training, equipping and supporting the local forces with appropriate back-up services as required.

Public Complaints and Policing in Manitoba

- The Minister of Justice establish a plan of action to deal with any incident where possible criminal acts are alleged against the police, or where a person dies or suffers serious injury in an incident involving a police officer.

This plan of action include either the creation of a standing special investigations unit, or a plan to quickly assemble a special investigations team for a particular incident, able to take control of the investigation immediately following report of the incident. The unit or team should not include officers from the police department under investigation. The plan should include independent counsel to give advice concerning the laying of criminal charges. This counsel should not be a Crown attorney. The unit or team should report directly to the Minister of Justice.

The police forces in the province be required to provide all available assistance and cooperation to the special investigations team.

- The Law Enforcement Review Board be reconstituted and the Law Enforcement Review Act be amended to approximate the Ontario model.

The board appoint independent counsel to have conduct of each case and be responsible for presenting the evidence.

Where the complaint is from an Aboriginal person, one member of a panel be Aboriginal.

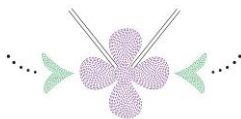
The test to be applied by the board be proof by clear and convincing evidence, rather than beyond a reasonable doubt.

If the board decides that the complaint is proven, it have full power to impose whatever penalties it deems appropriate.

In addition to what is now in the Law Enforcement Review Agency reports, the agency report annually on the nature of complaints, how many were found to have merit, how many were dismissed and the type of penalty applied.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Police officers, including the officer against whom the complaint is made, be compellable witnesses.

Aboriginal justice systems establish and maintain an agency to receive, investigate and resolve complaints against Aboriginal police officers similar to what we recommend for provincial police forces.

Complaints against the RCMP in Manitoba, when acting as a provincial police force, be investigated and heard by the Law Enforcement Review Board.

Report: Thunder Bay Youth Suicide Coroner's Inquest, 2016

To: Nishnawbe Aski Police Service (NAPS) and the Thunder Bay Police Service (TBPS)

48. In order to establish positive relationships with students from remote First Nations communities continue to pursue and expand the joint “Grade 8 Visit Program” initiative that will enable officers from the TBPS to travel with members of NAPS to remote communities in the spring and summer months of 2016 to meet grade 8 students who will be coming to Thunder Bay as students in the fall of 2016.

Report: Justice on Trial - Report of the Task Force on the Criminal Justice System and Its Impact on the Indian and Métis People of Alberta, 1990

[note: time constraints prevent the addition of this report’s recommendations which number in the hundreds]

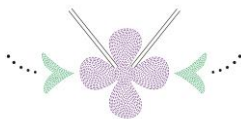
Report: Missing and Murdered Aboriginal Women: 2015 Update to the National Operational Overview

Report: Police Abuse of Indigenous Women in Saskatchewan and Failures to Protect Indigenous Women from Violence , 2017

- Expand training for police officers to ensure that police forces have knowledge about Indigenous history, the legacy of colonial abuses, including policing abuses, and human rights policing standards. This recommendation should be acted on in accordance with Call to Action 57 of the Truth and Reconciliation Commission.
- Improve trauma-informed training on de-escalation and implement trauma-informed protocols on de-escalation that are specific to police interactions with Indigenous peoples and that better equip officers to resolve disputes without resorting to the use of force.
- In accordance with international policing standards, Canadian constitutional requirements, and the recommendations of the Civilian Review and Complaints Commission:
 - end body (“frisk”) searches of women and girls by male police officers in all but extraordinary circumstances; require that any such searches are fully documented and reviewed by supervisors and commanders; prohibit all strip searches of women and girls by male police officers.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- ensure that women in custody are ordered to remove their bras only in exceptional circumstances in which there is credible evidence that it is necessary to prevent them from doing harm to themselves or others or to obtain evidence related to the reason for the arrest.
- Ensure that there is a sufficient number of female officers to conduct searches, participate and supervise the interrogation of female detainees, and ensure the safety and security of female detainees.
- Ensure that policing protocols relating to intimate partner violence within same sex and inter-sex partnerships require officers to make clear who the principal or dominant aggressor is and lay charges against that individual; this protocol should distinguish assault from defensive self-protection and avoid dual charges against both the victim and perpetrator of violence.

Report: Aboriginal Policing in Manitoba, 2001

Short-term goals:

- Explore the potential of a regional Aboriginal police service. The DOPS is Manitoba's only example of a regional Aboriginal police service and it has met with mixed success. It began serving 8 communities, but by 2000 only 4 communities used its services and the number of members declined to 15. It now serves 6 communities has 26 members. While the DOPS is now a fully autonomous police service, in many respects it operates in the same fashion as most non-Aboriginal forces. It would be a useful step for the province to work with the DOPS to help them develop a truly community-based police service. If successful, this could be a model that other tribal councils might wish to adapt to their own communities. Another important factor in developing regional forces would be developing formal protocols exist with the RCMP to cover services that could not be offered by regional forces.
- Work with the RCMP to develop better ways of policing Aboriginal communities. While the RCMP has taken steps to improve the way it polices Aboriginal communities, some feel it is not sufficiently responsive to community needs and concerns. To some degree this is inevitable since the RCMP is governed by federal legislation which limits the authority of municipal and provincial officials. Despite these problems, it would be possible for the RCMP to let communities play a greater role in policing. Working with the RCMP would enable Aboriginal communities to retain the advantages of the RCMP - their recruitment, training, and administrative structures; their professional standards; and their support services and ability to deal with the full range of offences. However, in order for this to work the RCMP must be willing to give up some of their centralized control as decisions made in Ottawa may not reflect the conditions on the ground in an isolated Aboriginal community. If the RCMP is not able to meet the needs of communities, then other models should be considered.

Rationale for a New Model of Aboriginal Policing:



National Inquiry into Missing and Murdered Indigenous Women and Girls Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- **Self Government.** The essential service of policing must be considered within the context and politics of self government. This political mandate may make the relationship between Aboriginal police and local Aboriginal political authority different and distinctive from non-Aboriginal police. This relationship may require closer local community and political affiliations and greater adherence to community demands and standards. This relationship opens up for negotiation and interpretation the appropriate balance between obligations to broader political and legal authority and local community and government norms. Though there is no clear consensus on these issues and distinctive mandate of Aboriginal policing may allow it a degree of legitimate separation from the typical political governance process that limits non-Aboriginal policing in Canada.
- **The Unique Problems of Aboriginal Communities.** Many Aboriginal communities have a variety of social and policing problems that are distinctive or more serious than those in typical non-Aboriginal communities. The rural, isolated nature of most Aboriginal communities and the disproportionate presence of poverty and associated social problems create a distinctive geographic and community context for Aboriginal police services. Therefore the particular community context of most Aboriginal policing problems supports the need for the development of alternative community responses, not just law-based policing responses, to what in most cases are social not legal problems. In many Aboriginal communities, the conventional criminal justice oriented and crime control model of non-Aboriginal policing has resulted in unacceptable levels of criminalization and incarceration. This criminalization has failed to adequately resolve the crime and policing problems of many Aboriginal communities. An Aboriginal policing model that would offer additional, non-legal or criminal justice police responses to many of these “social conflict” order problems would hopefully result in a more effective and culturally compatible police response.
- **The Need for a New Style of Policing.** Aboriginal communities have consistently articulated a desire for a different style of policing. Many Aboriginal communities have expressed the need for an alternative model of community justice that is different from the conventional model offered by the Canadian criminal justice system. The values articulated can generally be described as restorative and integrative rather than retributive and exclusionary and community based rather than just criminal justice based. Aboriginal community justice with a restorative community based focus requires the police to play a broad policing role and use alternative policing techniques and responses.

A Distinct Mandate for Aboriginal Police

The traditional mandate of conventional policing places a primary concern on crime control achieved through the aggressive enforcement of criminal law. This conventional policing model suggests that police have an important but limited role that is limited by its legal mandate. We believe that the mandate of Aboriginal police services should be broadened to include the task of community peace and security. The designation of community peace and security as a core Aboriginal policing value suggests a broad conception of the police role that goes beyond that of the conventional law and order mandate. It suggests that, where possible, Aboriginal police should resolve and mediate individual and community



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



disputes in a non-violent, informal manner, that fits their peacekeeper role. The concern with community justice suggests that Aboriginal police are part of a broad community process of ensuring that disputes and offense are dealt with in manner consistent with the values and the best interests of the community. In our view, Aboriginal policing should have a broad social role as well as conventional legal roles and responsibilities.

Report: FPT Justice Framework to Address Violence Against Indigenous Women and Girls, 2016

Priorities:

- Improving The Relationship Between Justice Sector Professionals (Including Police) And Indigenous People
- Engaging The Whole Community, Including Government Departments; Non Government Agencies; Families; and Community-Based Organizations In Prevention, Intervention And Assistance For Victims And Offenders
- Improving Responses To Violence Within Intimate Relationships And Families

Report: The Ipperwash Inquiry, 2007

Volume 1:

1. The provincial government should invite the federal government to participate in interministerial “blockade” committees to inform and coordinate governmental responses to Aboriginal occupations and protests when a potential federal interest is engaged.
2. Police planning for responding to an Aboriginal occupation or protest should include:
 - a communication strategy for important messages that ought to be conveyed to the occupiers;
 - the technical aspects of how the police would communicate with the occupiers; and
 - specified people outside the police service who could effectively communicate with the occupiers.
2. Police services should ensure:
 - that the intelligence unit of the police service is engaged and operating and has adequate resources and procedures for collection, collation and evaluation of information;
 - that reports are reduced to writing in a timely manner whether initially transmitted verbally or not;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- that intelligence data is subject to analysis and reliability assessment;
- that there is a single repository through which intelligence data flows to the Incident Commander;
- that the leader of the intelligence unit or his or her designate reports directly to the Incident Commander; and
- that the Incident Commanders and other senior personnel receive training in intelligence.

4. All telephone calls to and from the command post should be recorded and telephone calls to and from the command post should be recorded and minutes should be kept of all meetings of the Incident Commander. Incident Commanders should continue to be accountable for the keeping of accurate, detailed notes at the time of events.

5. The Ontario Secretariat for Aboriginal Affairs, in consultation with Aboriginal organizations, should compile a list of available negotiators and facilitators who could assist the government to quickly and peacefully resolve Aboriginal issues that emerge.

6. Incident Commanders must exercise discretion as to what political information is shared with his or her senior officers and be alert to the perception of political influence when exercising his or her discretion. There should be a buffer between the Incident Commander and politicians whether from the federal, provincial or local orders of government.

7. The Province of Ontario should enact a regulation pursuant to the *Police Services Act* requiring officers to file a use of force report when they point a long gun or rifle, regardless of whether a shot is fired.

8. The Ministry of Community Safety and Correctional Services and the OPP should develop written protocols that clearly delineate the appropriate functions of police officers seconded to provincial ministries. In addition, politicians and civil servants should be briefed on the appropriate role of seconded officers.

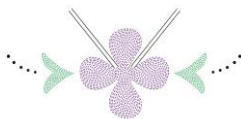
9. Public order policing strategies should ensure that they address the uniqueness of Aboriginal occupations and protests, with particular emphasis on the historical, legal and behavioural differences of such incidents. Training should focus on the requirements for peacekeeping, communication, negotiation and building trust before, during and after such incidents

10. The OPP should take measures to ensure that communications between officers regarding tactical decisions and intelligence remain secure and not subject to interception by others.

11. The OPP should ensure the involvement of First Nation police services and the assistance of First Nation mediators when it responds to Aboriginal occupations and protests.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées

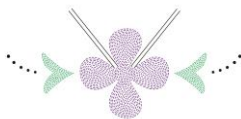


12. The OPP should ensure that the names and badge numbers of officers at public order events should continue to be inscribed visibly and prominently on outer clothing or helmets.
13. The OPP should ensure that when the Public Order Unit (“POU”) is deployed, the incident commander is located with the POU at the site and not in the command post.
14. Police should ensure that known or available information about the circumstances of the injury and the medical history of the patient is conveyed to medical personnel and hospital staff who transport and/or treat the patient.
15. Crisis counselling services should be made available and accessible to individuals who are involved in violent or traumatic events involving police action. The responsibility for provision of the crisis counselling should rest with the provincial government in relation to police conduct that occurs off reserve land, and with the federal government concerning police conduct which occurs on reserve land. The type of services offered should be responsive to the type of treatment required, and informed by the cultural and traditional practices and beliefs of the Aboriginal persons requiring the counselling and support.
16. The OPP should issue a public apology to Cecil Bernard George for the use of excessive force in the form of blows to his head and face at the hands of one or more unidentified police officers during the course of his detainment and arrest in the sandy parking lot during the evening of September 6th, 1995, leading to injuries which required medical treatment. The apology should be delivered in person by the current Commissioner, or his delegate, and via a press release and conference.
17. Regulations to the *Police Services Act* should be amended to implement improved measures to ensure compliance with the mandatory use of force reporting requirement by requiring witness police officers to file a similar report whenever they witness the use of force requiring medical treatment by police officers on civilians, with corresponding disciplinary repercussions for failure to do so.
18. Subject to recommendation 68, whenever there are allegations of racism (including a failure by other officers to report), they should be dealt with by way of formal discipline, with all the protections and safeguards accorded by the discipline process.
19. The federal government should immediately return the former army camp to the peoples of the Kettle and Stony Point First Nation and guarantee that it will assume complete responsibility for an appropriate environmental clean up of the site.
20. The federal government should issue a public apology with appropriate compensation to the Kettle and Stony Point First Nation for the failure of the federal government for more than 60 years to honour its promise to return the lands to the First Nation.

Volume 2:



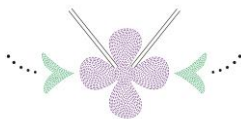
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



1. The provincial government should establish a permanent, independent, and impartial agency to facilitate and oversee the settling of land and treaty claims in Ontario. The agency should be called the Treaty Commission of Ontario.
2. The Treaty Commission of Ontario should be established in a provincial statute as an independent agency reporting directly to the Legislative Assembly of Ontario. The Treaty Commission of Ontario should have permanent administrative, legal, and research staff and should be fully independent from the governments of Canada, Ontario, and First Nations. The statute should specify that the purpose of the Treaty Commission of Ontario is to assist Ontario in discharging its treaty responsibilities.
3. The provincial government should make every reasonable effort to establish the Treaty Commission of Ontario with the full cooperation of the federal government. If that is not possible, the provincial government should establish the Treaty Commission of Ontario on its own in cooperation with First Nations in Ontario.
4. The governments of Ontario, Canada, and First Nations should jointly select the head of the Treaty Commission of Ontario—the Treaty Commissioner of Ontario. The selection process should be set out in the statute following discussions among the parties. The Treaty Commissioner should serve for a fixed but renewable term and should be removed only upon agreement by First Nations and the Legislative Assembly of Ontario.
5. The Treaty Commission of Ontario should be inaugurated in a prominent and ceremonial way. The ceremony should recall the 1764 Treaty of Niagara and renew its promises of mutual support and respect.
6. The Treaty Commission of Ontario should be given a four-part, strategic mandate:
 - a. The TCO should be given the authority to assist governments and First Nations, independently and impartially, in developing and applying a wide range of tools and processes to clarify and settle issues in an expeditious and cooperative way. In furtherance of this mandate, the TCO should be given the authority to prioritize, consolidate, or batch claims, in whole or in part, to encourage joint fact-finding and historical research, to identify and find consensual ways of dealing with issues common to claims associated with a particular treaty or region, and to promote interest-based settlements.
 - b. The TCO should be given the mandate to improve the efficiency and cost-effectiveness of the land claims process in Ontario. The TCO should be given the authority to work with parties to establish and publish benchmarks for processing claims and to require parties to use various forms of dispute resolution, binding as well as non-binding, when the benchmarks are not met.
 - c. The TCO should be given the mandate to make the claims process accountable and transparent to all Ontarians.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



d. The TCO should be given a broad mandate to undertake public education about treaties, treaty relationships, and land claims in Ontario. The TCO should be given the specific authority to develop programs about treaty history designed to be part of the Ontario school curriculum.

7. The provincial and federal governments should commit sufficient resources to the TCO to enable it to achieve its objectives.

8. Access to the Ontario land claims process should depend entirely on whether the documentation filed by the First Nation provides *prime facie* evidence that there has been a breach of the legal obligations of the Crown.

9. The provincial government should improve public education about its land claim policies.

10. The provincial government should commit sufficient funds to enable the Ontario land claims process to resolve claims within an acceptable period. This includes funding for First Nations to participate in the land claims process and for compensation for breaches of legal obligations by the Crown.

11. The provincial government and the TCO should work together to develop a business and financial plan for the Ontario land claims process. The objective would be to estimate the resources needed to resolve claims and to meet reasonable benchmarks during the land claims process.

12. The federal government should cooperate fully with the provincial government and First Nations in Ontario to establish the Treaty Commission of Ontario and promote its effectiveness.

13. The federal and provincial governments should work with the TCO and any equivalent federal agency to improve the efficiency, effectiveness, and fairness of the federal and provincial land claims processes. Together, they should undertake to do the following:

- establish a common registry for federal and Ontario land claims.
- establish a dispute resolution process that includes access to non-binding and binding resolution.
- use binding arbitration to determine the legal liabilities of the federal and provincial governments.
- develop common or consistent benchmarks and policies for federal and Ontario land claims.

14. The provincial government should make every reasonable effort to seek the federal government's cooperation on these issues. If that cooperation is not possible, the provincial government should proceed to address these issues on its own in cooperation with First Nations in Ontario.

15. The provincial government should work with First Nations and Métis organizations to develop policies regarding how the government can meet its duty to consult and accommodate. The duty to



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



consult and accommodate should eventually be incorporated into provincial legislation, regulations, and other relevant government policies as appropriate.

16. The provincial government should promote respect and understanding of the duty to consult and accommodate within relevant provincial agencies and Ontario municipalities.

17. The provincial government should continue to work with Aboriginal organizations in Ontario to develop co-management arrangements and resource-sharing initiatives. The provincial government should also provide financial or other support to Aboriginal organizations and third parties to develop capacity, identify best practices, and formulate strategies to promote co-management and resource-sharing.

18. The provincial government should commission an independent evaluation of one or more significant co-management initiatives. This evaluation should be undertaken with the cooperation and participation of Aboriginal organizations.

19. Ministry of Natural Resources and First Nations should work together to update and improve the Interim Enforcement Policy. This process should include discussions on how to evaluate and monitor the implementation of the policy and on how to improve the transparency and accountability of MNR enforcement activities.

20. The Ministry of Natural Resources and other provincial ministries whose activities in the regulation of natural resources affect Aboriginal and treaty rights should develop and circulate a Statement of Aboriginal Values which addresses their relations with Aboriginal peoples.

21. The Ministry of Natural Resources should establish a public complaints process.

22. The provincial government should develop and circulate a policy outlining how it will notify and consult with interested third parties on natural resource initiatives involving Aboriginal peoples.

23. The provincial government should work with First Nations and Aboriginal organizations to develop policies that acknowledge the uniqueness of Aboriginal burial and heritage sites, ensure that First Nations are aware of decisions affecting Aboriginal burial and heritage sites, and promote First Nations participation in decision-making. These rules and policies should eventually be incorporated into provincial legislation, regulations, and other government policies as appropriate.

24. The provincial government should ensure that the *Funeral, Burial and Cremation Services Act, 2002* includes the same appeal process for all types of cemeteries and burials and an obligation to consider Aboriginal values if a burial site is determined to be Aboriginal.

25. The provincial government, in consultation with First Nations and Aboriginal organizations, should clarify the meaning of “Aboriginal values” in all Class EA documents and other guidelines and policies applicable to public lands.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



26. The provincial government, in consultation with First Nations and Aboriginal organizations, should determine the most effective means of advising First Nations and Aboriginal peoples of plans to excavate Aboriginal burial or heritage sites.
27. The provincial government should encourage municipalities to develop and use archaeological master plans across the province.
28. The provincial government should prepare plain language public education materials regarding Aboriginal burial and heritage sites.
29. The provincial government should work with First Nations and Aboriginal organizations to develop an Aboriginal burial and heritage site advisory committee.
30. The provincial government and Treaty Commission of Ontario should work with First Nations organizations and educators to develop a comprehensive plan to promote general public education about treaties in Ontario. The provincial government and Treaty Commission of Ontario should also work with local governments and school boards, First Nations, and community organizations to develop educational materials and strategies that emphasize the local or regional character of treaty relationships.
31. The Ministry of Education should establish formal working relationships with Aboriginal organizations to promote more Aboriginal perspectives and content in the elementary and secondary school curricula.
32. The Ministry of Education and Treaty Commission of Ontario should work with Aboriginal organizations, school boards, and teachers associations to develop appropriate, classroom-ready teaching tools and resources about Aboriginal history, treaty and Aboriginal rights, and related current events.
33. The provincial government should create a Ministry of Aboriginal Affairs. This ministry should have a dedicated minister and its own deputy minister.
34. The provincial government should create the appropriate Cabinet structure to support the new ministry. The provincial government should consider establishing a new Cabinet committee on Aboriginal Affairs and should consider including the Minister of Aboriginal Affairs on the Priorities and Planning Board of Cabinet.
35. The initial mandate and responsibilities of the Ministry of Aboriginal Affairs should include the following:
- administer and support a revitalized land claims process in Ontario.
 - create and support a Treaty Commission of Ontario.
 - ensure that the province fulfills its duty to consult and accommodate.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- improve Aboriginal/non-Aboriginal community relationships
- establish the Ontario Aboriginal Reconciliation Fund.
- oversee and report on the implementation of the recommendations of the Ipperwash Inquiry.

36. The provincial government should commit sufficient resources to the Ministry of Aboriginal Affairs to enable it to carry out its responsibilities. The budget for the ministry should include funding for a revitalized land claims process in Ontario, for the Ontario Aboriginal Reconciliation Fund, and for programs to improve Aboriginal/non-Aboriginal relations in Ontario.

37. The provincial government and Ministry of Aboriginal Affairs should create mechanisms for obtaining input from Aboriginal communities on planning, policy, legislation, and programs affecting Aboriginal interests.

38. The provincial government should establish and fund an Ontario Aboriginal Reconciliation Fund. The Ministry of Aboriginal Affairs should work with First Nations and Aboriginal organizations to determine the mandate, governance structure, funding guidelines, and administrative structure of the fund. The provincial government should commit sufficient resources to the fund to enable it to achieve its objectives.

39. Police services in Ontario should promote peacekeeping by adopting the following objectives when policing Aboriginal occupations and protests

- minimize the risk of violence at occupations and protests.
- preserve and restore public order.
- facilitate the exercise of constitutionally protected rights.
- remain neutral as to the underlying grievance.
- facilitate the building of trusting relationships that will assist the parties to resolve the dispute constructively.

40. The OPP should maintain its Framework for Police Preparedness for Aboriginal Critical Incidents, Aboriginal Relations Teams, and related initiatives as a high priority and devote a commensurate level of resources and executive support to them.

41. The OPP should commission independent, third-party evaluations of its Framework for Police Preparedness for Aboriginal Critical Incidents and Aboriginal Relations Team program. These evaluations should include significant and meaningful participation by Aboriginal representatives in their design, oversight, and analysis.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



42. The OPP should post all significant OPP and provincial government documents and policies regarding the policing of Aboriginal occupations and protests on the OPP website. The OPP should also prepare and distribute an annual report on the Framework for Police Preparedness for Aboriginal Critical Incidents.

43. The OPP should establish a formal consultation committee with major Aboriginal organizations in Ontario.

44. The OPP should develop a consultation and liaison policy regarding non- Aboriginal communities which may be affected by an Aboriginal occupation or protest. This policy should be developed in consultation with local non-Aboriginal communities and should be distributed to local officials and posted on the OPP website.

45. The OPP should develop a strategy to restore relationships with both Aboriginal and non-Aboriginal communities after an Aboriginal occupation or protest. The provincial, federal, and municipal governments should support and participate in this strategy. This strategy should be distributed to interested parties and posted on the OPP website.

46. The provincial government should develop a provincial peacekeeping policy to govern its response to Aboriginal occupations and protests. The policy should publicly confirm the provincial government is committed to peace- keeping, and it should promote consistency and coordination between the provincial government and police services in Ontario. This policy should include:

a ministerial directive from the Minister of Community Safety and Correctional Services to the OPP confirming peacekeeping as the provincial government policy during an Aboriginal occupation or protest. The directive should acknowledge and support the general purposes and practices of the OPP Framework for Police Preparedness for Aboriginal Critical Incidents; and,

- a ministerial guideline from the Minister of Community Safety and Correctional Services to other police services in Ontario, functionally equivalent to the OPP directive but allowing for adaptation to local circumstances.

47. The provincial peacekeeping policy should state that it is applicable to the Ministry of Community Safety and Correctional Services, the OPP, the Ministry of Natural Resources, and any other ministries or agencies which may be involved in an Aboriginal occupation or protest.

48. The provincial peacekeeping policy should be promulgated as soon as practical. The Ministry of Community Safety and Correctional Services should then initiate a consultation process with First Nations, the OPP, other police services, and local communities as appropriate regarding the scope and content of a longer-term policy.

49. The provincial government should commit sufficient resources to the OPP to support its initiatives for policing Aboriginal occupations. This funding should be dependent upon the OPP agreeing to commission and publish independent evaluations of the Framework for Police Preparedness for Aboriginal Critical Incidents and the Aboriginal Relations Team program.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



50. The provincial government should develop a policy governing the use of injunctions at Aboriginal occupations and protests. The policy should state that its purpose is to promote peacekeeping in Aboriginal occupations and protests. The policy should acknowledge the unique role of the Attorney General in injunction proceedings and commit the province to participating in proceedings where private landowners seek an injunction and treaty and Aboriginal rights may be affected.

51. The OPP should have the right to be represented separately in injunction proceedings. The provincial government should facilitate court-appointed counsel for interested parties in injunction proceedings if their participation would contribute to the court's understanding of the issues in dispute.

52. Interministerial "blockade" committees should be organized carefully to ensure that they respect ministerial accountability. These committees should be briefed on the following matters:

- appropriate roles and responsibilities of police and government;
- existing provincial government and police peacekeeping policies;
- general aspects of police strategy and objectives when policing Aboriginal occupations and protests;
- the unique constitutional status of Aboriginal rights and claims, and the constitutional right of peaceable assembly; and,
- the history, issues, and claims that may be in dispute.

53. Relevant ministers, ministerial staff, and other senior provincial officials should also be briefed on these issues.

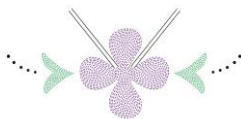
54. The provincial government should adopt a flexible policy regarding negotiations with protesters during an Aboriginal occupation or protest. The factors to be considered should include:

- a realistic assessment of the claim asserted by the protesters;
- risks to public safety;
- the willingness or capacity of protesters or the First Nation to negotiate; the likelihood of a constructive, peaceful, timely agreement;
- the social or economic disruption caused by the occupation; and,
- any other relevant factors.

55. Federal, provincial, municipal, and First Nation governments should actively promote public education and community information about significant Aboriginal protests. The OPP should also actively promote public education and community information.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



56. The federal government should publicly commit to working with the provincial government during Aboriginal occupations or protests in Ontario, cooperatively and with a shared commitment to settling underlying disputes. The federal government should generally assume the lead responsibility in negotiations when land claims are at stake.

57. The provincial government, First Nations organizations, the OPP, and other police services in Ontario should develop networks promoting communication, understanding, trust, and collaboration during Aboriginal occupations and protests. The following elements should be included in this effort:

- The OPP and First Nations organizations in Ontario should develop public safety, communications, and/or operational protocols.
- The OPP and First Nations police services should jointly plan for responding to Aboriginal occupations and protests. Existing protocols between the OPP and First Nation police services should be amended to include references to occupations and protests.

58. The provincial government, the OPP, and representatives from municipal police services should develop resources, practices, or protocols to assist municipal police services during Aboriginal occupations and protests in urban areas.

59. The OPP and the Ministry of Natural Resources should develop an operational protocol consistent with the purposes and practices in the OPP Framework for Police Preparedness for Aboriginal Critical Incidents.

60. The OPP should provide crisis negotiator training to First Nations police services.

61. The OPP and other police services should provide verified information to the media in their news releases. Inaccurate information should be corrected promptly and publicly.

62. The Ministry of Community Safety and Correctional Services should bring together interested parties to discuss the Tactical Emergency Medical Support and civilian emergency medical services issues in this report, including the advice and recommendations of the Office of the Chief Coroner.

63. The federal and provincial governments should update their policies on First Nation policing to recognize that self-administered First Nation police services in Ontario are the primary police service providers in their communities.

64. The provincial government, OPP, and First Nation police services should work together to identify how the provincial government can support First Nation police services to be as effective as possible when policing Aboriginal occupations and protests, either within their own territories or in support of the OPP or other police services in Ontario. The OPP and First Nation police services should engage in joint planning and training for Aboriginal occupations and protests and existing protocols should refer to occupations and protests.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



65. Federal, provincial, and First Nation governments should commit to developing long-range plans for First Nation policing in Ontario.

66. Federal, provincial, and First Nation governments should commit to developing a secure legislative basis for First Nation police services in Ontario.

67. The provincial government should work with the Nishnawbe Aski Nation, the Nishnawbe-Aski Police Services, and other First Nations in Ontario as appropriate to develop a “made in Ontario” legislative or regulatory framework for First Nation policing in Ontario. The provincial government should also amend the *Police Services Act* to allow First Nation police services or boards to appoint their own officers.

68. The provincial government, First Nation police services, and the OPP should establish an Ontario First Nation Chiefs of Police Association.

69. The federal and provincial governments should increase capital and operational funding for First Nation police services in Ontario. This funding should be secured by renewable, five-year agreements between the federal, provincial, and First Nation governments.

70. The OPP should maintain its Native Awareness Training and related police/Aboriginal relations initiatives as a high priority and devote a commensurate level of resources and executive support to them.

71. The OPP should develop active, ongoing monitoring strategies for its police/Aboriginal relations strategy and programs, including:

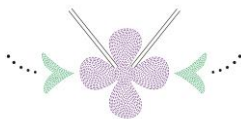
- commissioning an independent, third-party evaluation of its Native Awareness Training and recruitment initiatives;
- commissioning data collection studies to evaluate police decision-making and operations. These studies should be designed in partnership with First Nation organizations and the Ontario Provincial Police Association, if possible; and
- working with First Nations organizations to develop a more formal monitoring and implementation program for the OPP police/Aboriginal programs.

72. The provincial government should develop a provincial police/Aboriginal relations strategy. This strategy should publicly confirm the commitment by the province to improving police/Aboriginal relations in Ontario. Elements of this strategy should include the following:

- The Ministry of Community Safety and Correctional Services should work with the OPP and Aboriginal organizations to develop a provincial policy supporting the OPP police/Aboriginal relations programs.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- The Ministry of Community Safety and Correctional Services should work with the OPP, Aboriginal organizations, other police services, and the Ontario Human Rights Commission to identify and circulate best practices in police/Aboriginal relations.
- The Ministry of Community Safety and Correctional Services should develop a provincial research and data collection strategy to promote improved police/Aboriginal relations policy and programs and bias-free policing across Ontario.
- The Ministry of Community Safety and Correctional Services should issue a guideline for police forces in Ontario promoting best practices in police/Aboriginal relations.
- The Ministry of Natural Resources should develop and implement a dedicated MNR/Aboriginal relations strategy, consistent with the analysis and recommendations in this report.

73. The provincial government should commit sufficient resources to the OPP to support its police/Aboriginal relations initiatives. This funding should be dependent upon agreement by the OPP to commission and publish independent evaluations of its Native Awareness Training and recruitment initiatives.

74. Bill 103, the *Independent Police Review Act, 2006*, should be reviewed to ensure that internally generated complaints related to a police service are handled by the Independent Police Review Director, including complaints relating to racism and other culturally insensitive behaviour.

75. The Independent Police Review Director should determine the most appropriate policy to be followed by his or her office and police services in Ontario in handling complaints of misconduct involving racism and other culturally insensitive conduct, including the role, if any, for informal discipline. The Independent Police Review Director should consult with community and Aboriginal organizations when developing this policy.

76. The Ministry of Community Safety and Correctional Services should issue a directive to all police services in Ontario, including the OPP, requiring police officers to report incidents of racism or other culturally insensitive behaviour by other officers to their supervisors.

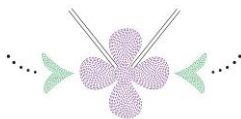
77. The OPP should establish an internal process to ensure that racist and other culturally insensitive behaviour by police officers is dealt with publicly.

78. The OPP should also determine the most appropriate policy for handling complaints of misconduct involving racism and other culturally insensitive conduct, including the role, if any, for informal discipline.

79. Section 17 of the *Police Services Act* should be amended to specify that the power of the responsible minister to direct the OPP does not include directions regarding specific law enforcement decisions in individual cases, notwithstanding the responsible minister's authority to issue directives under s. 3(j) of the Act. This section should be further amended to specify that the commissioner of the OPP has



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



“operational responsibility with respect to the control of the OPP, subject to written directives from the responsible minister.”

80. The *Police Services Act* should be amended to prohibit anyone but the responsible minister (or his or her delegate) from providing directions to the OPP. The *Act* should also specify that ministerial directions must be directed to the commissioner of the OPP (or his or her delegate).

81. A regulation should be issued under the *Police Services Act* specifying the procedure for issuing, circulating, and withdrawing ministerial directives. This regulation should specify that

- all ministerial directives are to be in writing, subject to the limited exception of an extraordinary or exigent circumstance which prevents the directive from being written down. In these situations, the directive must be issued in writing at the earliest opportunity; and
- all ministerial directives should be publicly accessible, including being published in the *Ontario Gazette*, posted on the Ministry of Community Safety and Correctional Services website, and available to the public upon request within seven days of being issued. This provision is subject to the limited exception that the publication/circulation of the directive should be delayed if it would affect public safety or the integrity of an ongoing police operation. In these situations, the directive should be published/circulated at the earliest opportunity.

The regulation should also specify that

- the commissioner of the OPP should refuse to consider a government direction which is not in writing or not intended to be made public;
- the responsible minister does not have the authority to offer “guidance” as opposed to “direction” to the commissioner of the OPP; and
- government intervention with respect to “policies of operations” must be in the form of a written ministerial directive.

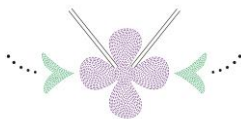
82. The OPP should post relevant ministerial directives on its website, circulate them to the OPP advisory committees, and make them available to the public upon request.

83. The Ministry of Community Safety and Correctional Services and the OPP should adopt complementary formal policies that set out their respective roles, responsibilities, and mutual expectations in police/government relations. These policies should adopt the principles and findings on police/government relations outlined in this report, including specific provisions on the following issues:

- the core of “police independence”
- the “policy of operations”
- police operational responsibilities



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- government policy responsibilities
- information exchanges between police and government
- dedicated procedures that will be used to manage police/government relations during a critical incident

84. All senior officials within the Ministry of Community Safety and Correctional Services and the OPP should be briefed or trained on these policies. Other government officials should be briefed as necessary. These policies should also be posted on the Ministry of Community Safety and Correctional Services and OPP websites and be made publicly available upon request.

85. The OPP should establish policies and procedures to insulate operational decision-makers, incident commanders, and front-line officers from inappropriate government direction or advice.

86. The Ministry of Natural Resources should develop a policy respecting ministerial directives to its conservation officers which is consistent with the principles and findings on police/government relations generally as set out in this report.

Concerning the inquiry itself:

1. The Ministry of the Attorney General should create a permanent secretariat or repository of administrative expertise and best practices related to public inquiries to provide more comprehensive operational support and guidance to commissioners and administrative staff.
2. The Ministry of the Attorney General should provide administrative and technical assistance for the production of the final report of a commission of inquiry, thereby enabling the commission to focus on the content. This would include identifying and engaging contractors for translation, design, typesetting, printing, and production in electronic format.

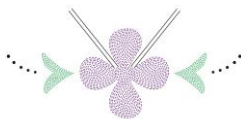
Report: Paying the Price: The human cost of Racial Profiling, 2003

1. The government should establish a Racial Diversity Secretariat with a mandate to:

- report annually on issues of racism in Ontario;
- review and report on the implementation of recommendations in previous reports on racial profiling;
- review and report on the implementation of recommendations in previous reports specific to Aboriginal peoples, in particular the 1996 Report of the Royal Commission on Aboriginal Peoples;
- influence and support government policy development activities to ensure that racial diversity and equity are respected and promoted in all government initiatives;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- facilitate dialogue between those with concerns about racial profiling and public and private sector service providers; and
 - engage in public awareness and education activities concerning racial diversity.
- 2.** All organizations and institutions entrusted with responsibility for public safety, security and protection should take steps to monitor for and prevent the social phenomenon of racial profiling, and develop or modify their policies, practices, training and public relations activities in this regard.
 - 3.** Organizations or institutions that have, or are alleged to have, a problem with racial profiling should review recommendations set out in earlier studies, should report on those that have been implemented and establish a timetable for executing those recommendations that remain outstanding.
 - 4.** With respect to Aboriginal persons, organizations or institutions involved in the delivery of services to the Aboriginal community should review their practices to ensure that they are adapted to the unique needs of Aboriginal persons and that their staff is properly trained in issues concerning the Aboriginal community.
 - 5.** Organizations or institutions that have, or are alleged to have a problem with racial profiling, should accept and acknowledge the existence of racial profiling as well as the need to address the concerns of the communities they serve.
 - 6.** Persons in positions of leadership in Ontario, including government officials, should accept and acknowledge the existence of profiling and demonstrate a willingness to undertake action to combat it.
 - 7.** All organizations serving the Ontario public should adopt a zero tolerance policy regarding racial profiling and should communicate it clearly to all staff.
 - 8.** Economic analysts, business, private and public sector leaders should consider the effect of racial profiling when analyzing economic costs and productivity issues.
 - 9.** Organizations or institutions that have, or are alleged to have a problem with racial profiling should meet with concerned communities on an ongoing basis to discuss concerns and work with these communities to facilitate solutions.
 - 10.** Where anecdotal evidence of racial profiling exists, the organization involved should collect data for the purpose of monitoring its occurrence and to identify measures to combat it. Such organizations should consult with affected communities and the Ontario Human Rights Commission to establish guidelines on how the data will be collected and its use. Such data should not be used in a manner to undermine the purposes of the Ontario Human Rights Code.
 - 11.** The Ministry of Community Safety and Correctional Services should undertake a public consultation to determine the best way to ensure that the police complaints mechanism is, and is seen as, independent and effective. Necessary changes to the current system should be made accordingly.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



12. Organizations or institutions that have, or are alleged to have a problem with racial profiling should engage in ongoing effective training initiatives on racism, race relations and racial profiling.
13. The Ministry of Education should incorporate anti-discrimination and diversity training in the elementary and secondary school curriculum. This should also be the case for private schools operating in Ontario.
14. Organizations or institutions that have, or are alleged to have a problem with racial profiling should undertake measures to improve recruitment, retention and promotion of employees who are members of racialized groups.
15. Police services across the province should install cameras in police cruisers to allow for monitoring the interaction between the police and public.
16. Police officers and private security guards should wear name badges that are clearly displayed.
17. Organizations or institutions that have, or are alleged to have a problem with racial profiling should provide new staff with sufficient support to ensure that they learn appropriate practices and not resort to racial profiling due to the stresses of the job.
18. In conjunction with local communities, police services should develop educational materials, particularly aimed at youth, explaining citizens' rights.
19. Organizations or institutions that have, or are alleged to have a problem with racial profiling should study the best practices of other organizations that are dealing with racial profiling, both in Canada and abroad, with a view to implementing them.

Report: Commission on First Nations and Metis Peoples and Justice Reform, Saskatchewan

Recommendation 3.12 This Commission recommends that the governments of Canada and Saskatchewan expand Victim Services in the province.

Recommendation 4.1 This Commission recommends that every level of government support the education of police, lawyers and judges to recognize mental disorders and disabilities in order to divert these persons with mental disorders and disabilities to appropriate resources.

Recommendation 5.1 This Commission recommends the implementation of a strategy to eliminate racism in policing by the Saskatchewan Police Commission. This strategy shall contain:

5.1.1 Police recruitment screening strategies specifically to prevent candidates with racist views on ethnic or religious groups from being offered employment.

5.1.2 A complaints process that requires allegations of racist language or behaviour against individual officers to be reported to the officers' immediate supervisor and the chief of police.



5.1.3 An intensive remedial training program for police officers who exhibit racist attitudes. This program must be successfully completed to the satisfaction of the officer's supervising officer and the program facilitator.

5.1.4 The tools which would allow the immediate supervisor or chiefs of police to respond immediately to allegations of racism.

5.1.5 A proactive First Nation and Metis candidate recruitment strategy.

5.1.6 Employment assistance counselling for First Nations and Metis candidates that will assist them with the pressures of working within a police service that has traditionally been dominated by non-Aboriginal people.

Recommendation 5.2 This Commission recommends that all police services invite members of the First Nations and Metis communities to evaluate the effectiveness of existing cultural awareness programs and implement changes as required.

Recommendation 5.3

5.3.1 This Commission recommends that urban police services have a First Nations and Metis staffing component that is equal in percentage to the respective populations.

5.3.2 This Commission recommends to the RCMP that Community Police Boards and Police Management Boards participate in the selection, posting and orientation of RCMP members to detachments that serve their community.

Recommendation 5.5

5.5.1 This Commission recommends that Saskatchewan Justice and the Aboriginal Policing Directorate in the federal Solicitor General's office ensure that Community Police Boards and Police Management Boards receive adequate resourcing and training to ensure that community based policing is supported and successful in all communities.

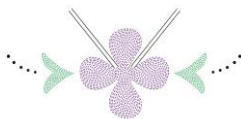
5.5.2 This Commission recommends that Police Management Boards and Community Police Boards that share one police service be amalgamated and ensure equal representation.

5.5.3 This Commission recommends that police officers working in First Nations and Metis communities, including urban neighbourhoods with high First Nations and Metis populations, be required to meet regularly with Elders and other community leaders in order to learn more about the culture of the people they are working with.

Recommendation 5.6 This Commission recommends that all police services be required to prepare reports to justify any decisions that do not divert matters extra-judicially.

Recommendation 5.9

5.9.1 This Commission recommends the increased use of video recording equipment by RCMP and municipal police services.



5.9.2 This Commission recommends that an Aboriginal liaison worker or volunteer individual be available for First Nations and Metis people upon their arrival at a police station or detachment office.

Report: Sharing Common Ground Final Report

Recommendation 1.1: That the Minister of Justice establish a Yukon Police Council. The council will be chaired by the Deputy Minister, Yukon Department of Justice, and composed of six members appointed by the Minister, three of whom will be nominated by First Nations. The role of the council is to make written recommendations to the Minister and the Commanding officer of “M” Division on issues relating to the delivery of policing services in Yukon, including these: • establishing core policing values that reflect Yukon’s history and cultural heritage;

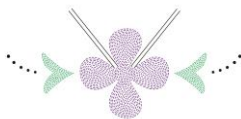
- ensuring that community needs and values are reflected in the policing priorities, objectives, programs and strategies of “M” Division;
- establishing policing practices and standards for “M” Division;
- ensuring that police services are delivered in a manner consistent with community needs, values and expectations;
- acting as a liaison between the community and “M” Division;
- participating in the selection of the “M” Division Commanding Officer; and
- receiving reports on matters that affect the administration of justice, including Annual Performance Plan updates, public complaints, use of conducted energy weapons, and updates on high-profile matters. The Yukon Police Council may meet with First Nations, municipalities, non-government organizations, or others in carrying out its duties, and will coordinate activities with national organizations such as Commission for Public Complaints Against the RCMP and the Canadian Association of Police Boards. The council shall meet quarterly or as required to complete its mandate. The council shall report annually to the Yukon Legislature and Yukon First Nation leaders.

Recommendation 1.2: That First Nations, municipalities and “M” Division establish community-based processes — which may include creating a local community advisory committee or inclusion of this function in the mandate of an existing community body — to provide opportunity for community input into developing detachment Annual Performance Plans that reflect local priorities, and to provide a mechanism to coordinate policing and related services within the community and deal with other community policing matters, as appropriate.

Recommendation 1.3: That “M” Division undertake a review of the Commanding Officer’s First Nation Advisory Committee. This review should consider the committee’s composition, member selection process and terms of reference and ensure that the work of the committee is coordinated with the Yukon Police Council.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Recommendation 1.4: That the Department of Justice and “M” Division develop a communication strategy in consultation with the Yukon Police Council to improve citizens’ understanding of the role of the RCMP, citizens’ rights and responsibilities with respect to law enforcement, how the public complaints process works.

Recommendation 1.5: That “M” Division establish a First Nations Relations Advisor who reports directly to the Commanding Officer “M” Division.

Recommendation 1.6: That the “M” Division Commanding Officer meets with leadership of each Yukon First Nation at least once per year and with all Yukon First Nation leaders together as practicable.

Recommendation 1.7: That “M” Division ensures that First Nations and municipal leaders are offered the opportunity to participate in the selection of Detachment Commanders, and are informed and consulted when members are transferred in and out of a community.

Recommendation 2.1: That the Minister of Justice establish an independent civilian police complaint coordinator, who shall report to the Yukon Police Council and help citizens who have concerns with the RCMP to navigate through the Commission for Public Complaints process and to provide public education on formal and informal complaint processes.

Recommendation 2.2: That “M” Division establish a dedicated regular RCMP member for Professional Standard duties who will assist the RCMP in providing consistent and thorough investigation of complaints that results in an improved response to complainants regarding the service provided by the RCMP.

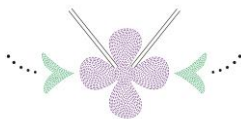
Recommendation 3.1: That the Department of Justice and “M” Division establish a working group that includes Yukon First Nations, municipalities and women’s organizations, to review and make recommendations to the Yukon Police Council on:

- the desired skills and attributes of RCMP officers being considered for selection to Yukon;
- human resources policy related to recruitment of members interested in serving in Yukon, including suitability of cadets for service in Yukon;
- policies and practices related to retention of members in Yukon;
- policies around duration of postings to communities; and
- the feasibility of creating specialized Northern duty qualifications, and investing in members who are interested in long-term service in the North.

The review should consider issues such as officer suitability, gender and First Nation balance, and appropriate relief coverage.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Recommendation 3.2: That the Northern Institute of Social Justice (NISJ), in consultation with Government of Yukon, “M” Division, Yukon First Nations and women’s organizations, develop a training and development framework for RCMP members policing in Yukon. The framework should prepare members to provide policing services that are appropriate to Yukon citizens and should include information on:

- Yukon history and First Nation culture;
- dealing with vulnerable persons, including those who are acutely intoxicated, those with mental illness and those with FASD;
- responding to domestic violence and sexual assault;
- non-violent communication and de-escalation skills;
- respectful communications;
- how to work effectively in high-visibility, high-impact environments;
- supervisory and leadership training; and
- wilderness training. The NISJ shall report back to the Yukon Police Council.

Recommendation 3.3: That First Nations and municipal leaders ensure that members are introduced to community leaders, service providers and provided with an orientation to the community. This orientation should include understanding of the community’s history, First Nation culture and language, and social context.

Recommendation 3.4: That “M” Division develop a community policing mentorship program to enable experienced members to support the development of others.

Recommendation 3.5: That “M” Division review its policies, practices and programs for identifying and responding to members who may suffer from compassion fatigue, vicarious trauma or other related psychological issues and to ensure that members have access to the professional services and support they require.

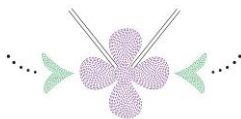
Recommendation 4.1: That the Department of Justice and “M” Division establish an interagency working group including representatives from First Nations, women’s organizations and the Public Prosecutions Office, to develop a comprehensive framework for responding to domestic violence and sexualized assault.

The framework should include:

- the creation of an “M” Division domestic violence/abuse team with specialized training and skills;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- consideration of specialized prosecution services;
- clarification of the primary aggressor/dual charging protocols;
- an update of the role of the Sexual Assault Response Team (SART);
- clarification of victim service responsibilities, including victim assistance volunteers;
- specialized training for “M” Division members and other front-line responders on sexualized assault and domestic violence that addresses child custody issues and the enforcement of civil order and other regulatory remedies; and
- consideration of a legal advocate position to support women and/or a Yukon Court Watch Program.

Recommendation 4.2: That the Department of Justice construct a secure assessment centre with appropriate 24-hour medical support in Whitehorse to accommodate individuals who are detained or arrested by the RCMP and require secure custody, including acutely intoxicated persons.

Recommendation 4.3: That the Department of Justice, Emergency Medical Services, “M” Division and First Nations examine the feasibility of creating an intervention team consisting of a peace officer and an emergency medical service provider that would respond to calls for service involving acutely intoxicated people.

Recommendation 4.4: That the Department of Justice and “M” Division establish an interagency working group consisting of representatives from the Women’s Directorate, the Department of Health and Social Service, Emergency Medical Services, First Nations, women’s organizations and Public Prosecutions Service of Canada to develop a comprehensive strategy for managing high-risk individuals who are frequent users and common clients of government services.

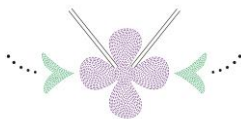
Recommendation 4.5: That the Departments of Justice and Health and Social Services and First Nations lead an initiative and collaborate with “M” Division to ensure that citizens in Yukon have access to emergency victim support and social services on a 24-hour basis.

Recommendation 5.1: That the Yukon Police Council, Government of Yukon, “M” Division, First Nations governments, municipalities and citizens continue the dialogue on policing to foster positive relationships between the RCMP and citizens towards increasing public confidence in the police service and reducing crime, including but not limited to these activities:

- planned updates on high-profile and serious matters;
- creation of an annual gathering to honour citizens who contribute to public safety;
- recognition of RCMP members for outstanding performance in building and maintaining community relationships;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- invitations to community leaders to attend graduation ceremonies at depot; and
- support of youth programming in the community

Recommendation 5.2: That the Department of Justice, “M” Division and First Nations explore best practices and innovative methods of increasing the number of women and First Nations citizens involved in the delivery of policing services:

- developing a recruitment strategy to encourage female and First Nations citizens to enter the RCMP;
- working with the Northern Institute of Social Justice to develop a Yukon First Nations career orientation program to prepare citizens for RCMP training at Depot Division, or for other careers in the justice system; and
- examining the feasibility of establishing a renewed special constable program, community safety officer program or similar initiatives.

Recommendation 5.3: That “M” Division monitor the national pilot project on the use of personal video devices and, if the project is successful, adopt the technology for Yukon.

Recommendation 5.4: That “M” Division examine the operation of the police Operational Communications Centre as it relates to response to communities and consider any improvements to make it more responsive to communities.

Recommendation 5.5: That Justice Canada, the Department of Justice, “M” Division and First Nations review different approaches to community and aboriginal justice in order to ensure all communities are offered the opportunity to implement community and restorative justice processes.

Recommendation 5.6: That “M” Division conduct a resource review to assess whether the division has adequate resources to meet its priorities.

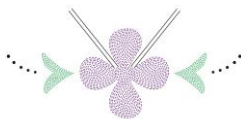
Recommendation 5.7: That the Northern Institute of Social Justice develops a special focus on northern policing that would provide research capacity to develop innovative approaches to policing in the north.

Recommendation 5.8: That “M” Division review its services to the Francophone community in order to ensure compliance with the federal Official Languages Act.

Recommendation 6.1: That in implementing the interim RCMP External Investigation and Review policy, “M” Division first contact a civilian police investigation agency. If investigators are not available, the “M” Division shall call upon a provincial or municipal police force, and only if an independent investigator or municipal or provincial police force is not available, “M” Division shall request assistance from another RCMP division. In all cases where RCMP external investigators are used “M” Division shall request that the CPC assign an independent observer to monitor the investigation.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Recommendation 6.2: That the Department of Justice enter into an agreement with an existing civilian police investigation agency to provide external investigations as required by “M” Division.

Recommendation 6.3: That the Yukon Police Council work with the Commission for Public Complaints (CPC) to develop a roster of Yukon citizens who would be available to act as CPC observers when the CPC is called in.

Recommendation 7.1: That on receipt of the report the Minister of Justice shall meet with Yukon First Nation leaders to review its recommendations and receive their input into the development of the implementation strategy.

Recommendation 7.2: That the Minister of Justice, in consultation with “M” Division, Yukon First Nations, municipalities and women’s organizations and service providers, prepare an implementation strategy for how to respond to the recommendations in the Report.

Recommendation 7.3: That one year following receipt of the report, the Minister of Justice table a report annually in the Yukon Legislative Assembly and with Yukon First Nation leadership on progress in implementation of the recommendations of the Report, and that this report also be submitted to the RCMP National Aboriginal Policing Services Branch and the Commissioner of the RCMP.

Report: 2016 National Roundtable on Missing and Murdered Indigenous Women and Girls: Outcomes and Priorities for Action to Prevent and Address Violence Against Indigenous Women and Girls

16. Improve the victim services available to MMIWG families so that they are “culturally-safe”, and linking these services with community-based justice and healing programs, where available. This would mean ensuring that victim services are spiritually, socially, and emotionally safe, in addition to being physically safe for Indigenous peoples. Cultural safety focuses on mutual respect, trust, and sharing and on the history of Indigenous peoples.

17. Support the development of community engagement protocols for respectful communication between Indigenous communities and policing, criminal justice, and other organizations in the design and development of policies, programs and services which could affect Indigenous women and girls.

18. Promote equitable and sustainable resources for First Nation police services through the First Nations Policing Programs.

20. Examine all recommendations contained within the 2016 Justice Practitioners’ Summit, and continue to work collaboratively to improve communication and coordination between Indigenous families and communities, victim services, policing, prosecutions, and other justice system professionals.

Report: Executive Summary: Connecting Our Spirits, 2015 Family Gathering of Missing and Murdered Indigenous Women and Girls

30. It is imperative that our loved ones are respected throughout the process. When the RCMP and justice system see them as a person and not a stereotype, it makes a huge difference. Cultural



competency, gender competency, and trauma informed care training is needed for RCMP and court and justice workers.

31. Communication between the RCMP and families is needed from the outset, and should be regular and ongoing throughout the investigation. Information should flow back and forth regularly. The RCMP should follow up with families, especially when families provide information. The relationship needs to be reciprocal.

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Ensure that police have training on dealing with bereaved and grieving people with compassion and sensitivity”
- “Make sure that police carefully review files before contacting families and keep good records of their communications, in the event of turnover on the file”
- “Require police to take cultural sensitivity training”
- “Make it a policy if a person has died, police should notify relatives in a private place and before media or others are informed; where possible, take information with the missing person report about how the relatives would like to be notified if in the event of a death and whether they would like faith-based representatives present”
- “Ensure that police and criminal justice system personnel do not withhold details of a loved one’s death from family members, especially when others are able to access that information”
- “Ensure that families are given clear and correct information about their rights with respect to Victim Services and compensation”
- “Prepare families in terms of what to expect from media”

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- “The MWWG supports the Saskatchewan *Provincial Partnership Committee on Missing Persons*’ Report in urging that police continually communicate with families of missing persons in order to provide ongoing updates to them on the status of the case”
- “Building on recommendations in the Saskatchewan Report, the MWWG recommends that jurisdictions give consideration to an expansion of the Victims Services mandate to include provision of support to families of missing persons, and that protocols be developed between police and victim services for engagement and support of the families once that need has been identified”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Report: A Call for Action, Summary Report, National Aboriginal Women's Summit, 2009

- 24. All NAO's must work in partnership with all levels of government, mainstream organizations and each other to ensure: a) that existing victims services are adaptable to needs of Aboriginal victims of crime; b) that existing services and structures are respectful of traditional approaches to justice. Police officers, judges and lawyers must learn about the legislative and policy-related history that impact only Aboriginal peoples in Canada, especially Aboriginal women and the key factors which lead Aboriginal women into the justice system.
- 25. A strategic approach to minimize the growth and impact of gangs in First Nations communities and urban centres as well as to minimize the continued recruitment of Aboriginal youth into gangs must be developed.

Report: Invisible Women: A Call to Action, A Report on Missing and Murdered Indigenous Women in Canada, Special Committee on Violence Against Indigenous Women, 2014

- Recommendation 11 That the federal government engage Aboriginal communities and municipal, provincial, and territorial governments to examine options to improving procedures among police services to facilitate multipartite investigations.
- Recommendation 12 That the federal government encourage Aboriginal organizations, the Canadian Police College and municipal, provincial and territorial governments to improve police officer training, including continuing education, to foster cultural understanding and sensitivity.

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013

- "Expand training for police officers to counter racism and sexism in the treatment of indigenous women and girls in custody and to improve police response to violence against women and girls within indigenous communities"
- "Ensure that properly trained officers are stationed at detachments in the north for a sufficient amount of time to develop strong relationships with the local community"
- "Eliminate searches and monitoring of women and girls by male police officers in all but extraordinary circumstances and require documentation and supervisor and commander review of any such searches; prohibit cross-gender strip searches under any circumstances"
- "Prohibit the use of conducted energy weapons (Tasers) on youth and re-examine the rules for the use of police dogs and pepper spray on youth with a view to limiting their use to extraordinary circumstances that are then documented and subject to supervisor and commander review"
- "All RCMP and municipal police policies on conducted energy weapons, police dogs and pepper spray should be made publicly accessible"



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Enforce existing rules mandating that parents or guardians be contacted immediately in the case of their child’s arrest and that youth not be detained in cells with adults or children of the opposite sex”
- “Develop a timeline for NCMPUR to complete and implement specialized and standardized protocols for police response when indigenous women and girls are reported missing or found murdered”

Report: Summary Report: Yukon Aboriginal Women’s Summit 2 – Strong Women, Strong Communities – Yukon Advisory Council on Women’s Issues and the Yukon Women’s Directorate, 2012

- “Support the RCMP in communities to become more involved, active, and effective in the prevention of violence of any kind, including supporting victim-based programming (instead of offender-based)”

Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report") - Missing Women Commission of Inquiry, 2012

- “That the Minister of Justice direct the Director of Police Services to undertake equality audits of police forces in British Columbia with a focus on police duty to protect marginalized and Aboriginal women from violence. These audits should be carried out by an external agency *and* with meaningful community involvement”
- “That Provincial Government set a provincial standard establishing that police officers have a general and binding duty to promote equality and to refrain from discriminatory policing”
- “That Provincial Government direct the Director of Police Services to consult with the BC Association of Municipal Chiefs of Police, the RCMP and community representatives to recommend the wording of a statutory provision on the legal duty to warn and a protocol on how it should be interpreted and applied”
- “That police forces work with local communities to develop communication strategies for the issuance of warnings that ensure the message is conveyed to community members who are most at risk of the specific threat”
- “That police forces integrate into training, performance standards, and performance measurement the ability of police officers to develop and maintain community relationships, particularly with vulnerable members of the community who are often at risk of being treated unequally in the delivery of public services”
- “That the BC Association of Municipal Chiefs of Police and the RCMP establish a working group to develop a best practices guide for the establishment and implementation of formal discussion mechanisms to facilitate communication and collaboration that transcends the institutional hierarchy within a police agency”



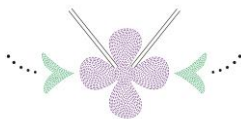
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “That police officers be required to undergo mandatory and ongoing experiential and interactive training concerning vulnerable community members”
- “That the Police Complaint Commissioner, working with police forces across the Province, take steps to develop, promote and refine informal methods of police discipline, particularly in marginalized communities such as the DTES and with Aboriginal communities”
- “That Provincial Government engage with the RCMP in order to bring them into the provincial complaints process”
- “That SisterWatch be evaluated to provide a basis for further refinements and with a view to establishing best practices for meaningful police-community partnerships; and that these best practices be shared with other police forces to encourage them to develop and maintain ongoing, collaborative community forums”
- “That Provincial Government fund additional full-time Sex Trade Liaison Officer positions in the Lower Mainland”
- “That the City of Vancouver create and fund two community-based liaison positions to be filled by individuals who have experience in the survival sex trade”
- “That Provincial Government undertake a community consultation, needs assessment and feasibility study concerning the reestablishment of an independent society comparable to the former Vancouver Police Native Liaison Society”
- “That all police forces in British Columbia consider developing and implementing guidelines on the model of the Vancouver Police Department’s Sex Work Enforcement Guidelines in consultation with women engaged in the sex trade in their jurisdiction”
- “That the City of Vancouver and the Vancouver Police Department take proactive measures to reduce the number of court warrants issued for minor offences”
- “That the Minister of Justice consult with the judiciary, police and community representatives to develop a protocol providing the police with the discretion not to enforce a warrant in a circumstance where a sex trade worker is attempting to report a violent crime”
- “That the Minister of Justice consult with the judiciary, police and community representatives to develop a protocol providing the police with the discretion not to enforce a warrant in a circumstance where a sex trade worker is attempting to report a violent crime”
- “That the BC Association of Municipal Police Chiefs and the RCMP, with support from the Director of Police Services, should develop a protocol containing additional measures to monitor high-risk offenders, including recommendations for the efficient and timely sharing of information”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “That the provincial standards be developed by the Director of Police Services with the assistance of a committee consisting of representatives of the BC Association of Municipal Police Chiefs, the RCMP, representatives of community and Aboriginal groups, and representatives of families of the missing and murdered women”
- “That the provincial standards require a proactive missing persons process whereby police must take prevention and intervention measures including “safe and well” checks when an individual is found”
- “That Provincial Government commit to establishing a Greater Vancouver police force through a consultative process with all stakeholders”
- “That Provincial Government establish an independent expert committee to develop a proposed model and implementation plan for a Greater Vancouver police force”
- “That Provincial Government commit to moving expeditiously to implement a regional Real Time Crime Centre”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Build rapport with women who are addicted or doing survival sex work; treat all people with dignity and respect”
- “Institute a policy to waive warrants for breaches and minor offences when a woman is reporting violence or threats of violence”
- “Stop ticketing women for minor bylaw violations such as jaywalking and littering, as their inability to clear up tickets results in breaches that put them at risk”
- “Recognize that women who report violence in danger of retribution and need to be supported and protected through a complaint to police”
- “Recognize that women who are living “high-risk” lifestyles will still take steps to protect themselves, and that regardless, police have a duty to communicate about possible predators and threats to women’s safety”
- “Work more closely with community organizations, recognizing their knowledge and expertise”
- “Increase the number of police working as Sex Industry Liaison Officers to at least five for the Lower Mainland”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Provide information to the former victim and the public when offenders who have been convicted of crimes of violence against women, particularly street-engaged women, are released back into the community”
- “Hold regular consultations to allow the community to share information and voice problems to police”
- “Recognize that child apprehensions may increase the likelihood that children will leave home earlier and may become street-engaged for lack of support options”
- “Increase the number of Aboriginal women and men in police forces by developing proactive policies for Aboriginal recruitment and policies addressing workplace sexual harassment”
- “Create more independent First Nations police forces”
- “Ensure that police forces that do not have strong Aboriginal representation have a Native Liaison department”
- “Prohibit officers from taking contract work that could be seen to be in conflict with their official duties or that might cause confusion about their roles”
- “Require mandatory human rights training of at least one month duration”
- “Require mandatory cultural diversity training, including in First Nations’ cultures, and training to recognize the importance of spirituality”
- “Extend the current training for new recruits, so that it is lengthier and more involved”
- “Raise the age of new recruits”

Report: Collaboration to End Violence: National Aboriginal Women’s Forum: Report on Outcomes and Recommendations from Working Sessions - Province of BC’s Ministry of Aboriginal Relations and Reconciliation and the Native Women’s Association of Canada, 2011

- “Police services, Aboriginal leaders and grassroots community organizations should explore ways to establish mutually empowered and accountable working relationships”
- “Cultural competency and sensitivity training (including components focused on Aboriginal history and historical trauma) and anti- racism and anti-oppression training should be instituted for employees in all positions and at all levels of police and criminal justice systems”



- “Cultural competency and sensitivity training (including components focused on Aboriginal history and historical trauma) and anti- racism and anti-oppression training should be instituted for employees in all positions and at all levels of police and criminal justice systems”

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- “The MWWG recommends that there be consideration by federal, provincial and territorial officials to better provide the tools needed to address preparatory conduct involved in facilitating sexual offences under the *Criminal Code*”
- “The MWWG recommends that jurisdictions support the use of risk assessment and monitoring of serious offenders, and support the work of Corrections authorities to continue improving these approaches”
- “The MWWG recommends that jurisdictions encourage law enforcement training authorities to include in police training information about the multiple factors that are characteristic of individuals who commit serial sexual offences”
- “The MWWG recommends that jurisdictions provide support to justice institutions, including correctional facilities and forensic psychiatric institutions, to develop and implement research-based therapeutic interventions that have the potential to interrupt paraphilic fantasies and the escalation of violence in sexual offenders”
- “In order to increase the likelihood that disappearance of marginalized women will be reported in a timely fashion, the MWWG recommends that jurisdictions encourage police to develop specialized positions or specific units within police agencies so that: knowledgeable personnel are given clear responsibility for contact with families and the public in missing person reports; and identified police personnel can link with vulnerable communities to increase awareness about reporting missing persons, specifically to:
 - let people know that the reporting of a missing person is not limited to immediate family members, and;
 - reassure individuals who may be associated with criminal lifestyles that they can access police services and report a disappearance without fear of arrest”
- “In order to target police resources effectively, the MWWG recommends that jurisdictions support, where appropriate, police consideration of:
 - developing approaches to target high risk youth;



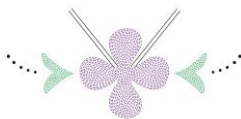
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- establishing collaborative approaches with relevant non-police agencies to assess the level of police intervention required in particular missing person cases, such as chronic run-away children;
- setting policies and procedures consistent with the involvement of and advice from the relevant non-police agencies; evaluating approaches currently in use in order to determine the gains, if any, in efficiencies and effectiveness in responding to missing persons reports, and; sharing the results of evaluations on collaborative operational policies with other interested police agencies”
- “The MWWG recommends that a move toward compatible MCM software be considered by police agencies across Canada in order to coordinate between police agencies in major investigations”
- “The MWWG recommends that jurisdictions encourage police forces, as they develop improvements to MCM, to also explore strategies that would promote sharing these best practices with other police forces in a timely manner”
- “The MWWG recommends that Ministers recommend to CACP that they support local and national police agencies in developing a strategy to raise awareness and use of all available databases by considering the development of a national police electronic resource, such as a web page, containing current information on available databases as well as resources such as those contained by National Flagging Coordinators on specific offenders for use in investigations of serial homicides, and a description of each with contacts for additional information”
- “The MWWG recommends that jurisdictions encourage:
 - where appropriate, police forces to review the resources and policies relevant to ViCLAS in order to increase and maintain the coverage of serious crimes within this system, and to ensure that trained specialists are available to provide analysis to investigators;
 - police investigators, who receive a “potential linkage” report from ViCLAS, to follow up with additional investigation on a timely basis ;
 - police investigators and forensic lab personnel, when they receive notification that a DNA linkage has been made on an outstanding case, to advise ViCLAS so that the ViCLAS personnel can update their database”
- “The MWWG recommends that jurisdictions encourage police agencies across Canada to:
 - consider strategies to promote the empirical testing of specialized tools for narrowing the field of suspects in cases involving serial predators



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



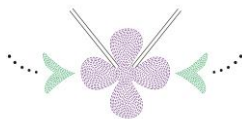
- consider mechanisms for sharing current research information and promising practices relevant to these specialized tools, including profiling and instruments to assist in the assessment of potential suspects in serial murder cases”
- “The MWWG recommends that jurisdictions consider the provision of targeted funding to police agencies to ensure that there are adequate resources for dealing with cold case files”
- “The MWWG recommends that jurisdictions encourage police forces to examine policies on releasing information on ‘cold cases’ to media and ‘co-victims’, with a view to determining the best strategies for determining how and when to provide this information in order to advance investigations and to provide assurance to families and friends that appropriate attention is being given to the case”
- “The MWWG recommends that jurisdictions encourage and support, as appropriate, police services to consider using an Aboriginal liaison officer to work with Aboriginal families, wherever possible, and police and Aboriginal organizations/agencies to develop and implement protocols for working together and with Aboriginal families and communities”
- “The MWWG recommends that Heads of Prosecution and the FPT Working Group on Victims participate in the development of and distribution of best practices for police, prosecutors and Victims Services respectively to use when dealing with victims’ families, witnesses and the media in missing and murdered person cases”
- “The MWWG recommends that Heads of Prosecution and FPT Working Group on Victims examine the issue of victim and witness support best practices in this context. The best practices identified in the Pickton and Svekla prosecutions may provide a valuable starting point for this examination”
- “The MWWG recommends that jurisdictions support justice agencies in developing plans for supporting those who have close contact with offensive material in cases involving missing and murdered women given the disturbing nature of these files”

Report: Missing and Murdered Indigenous Women in British Columbia, Inter-American Commission on Human Rights 2015

- Canada should ensure that the different policing services in BC understand their jurisdiction and responsibilities when conflicts of policing jurisdiction arise. Canada should also establish or strengthen accountability mechanisms – preferably through independent bodies – for officials handling investigations and prosecutions, and should provide access to legal aid and support services to the families of missing or murdered indigenous women, with the families being able to freely choose their own representative. (para 312)
- The IACHR also recommends that police officers, including both RCMP and Vancouver Police, and public sector functionaries, such as prosecutors, judges and court personnel, receive



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



mandatory and ongoing training in the causes and consequences of gender-based violence in general and violence against indigenous women in particular. This includes training on the police duty to protect indigenous women from violence (para 313)

Report: Missing Women Investigation Review, Vancouver Police Department, 2010.

- 3. In light of the negative impact on the Pickton investigation of the current multi-agency policing system in the Lower Mainland, examine the benefits of a regionalized police force in the Lower Mainland;
- 4. Examine the work of the 1996 Ontario Major Case Management Committee and give consideration to developing provincial standards for the management of major cases in BC;
- 5. Support the RCMP developing its accreditation program for high level major case managers, so that a provincial pool of highly trained managers are available to any agency, and that the municipal police departments be encouraged and supported in participating in this initiative;
- 6. Strike a Provincial committee of key stakeholders to study and make recommendations regarding a single uniform computerized case management system, or suite of systems, for use by police agencies throughout British Columbia;
- 7. Ensure the selected system is mandatory for use in all serial predator investigations and all major sexual assault and homicide cases that could turn into a serial predator investigation;
- 8. Develop training to ensure that team commanders, investigators, file coordinators and analysts have sufficient training for their respective roles in using the system, and that this training be upgraded whenever substantive changes are made to the electronic case management system;
- 9. Ensure that if the Versadex PRIME-BC product is to be used for major case management, then the issue of complementary analytical software be studied, to ensure that all important functions of an electronic case management system are available, and to avoid a multiplicity of locally-developed products being used as is the case in British Columbia now;
- 21. THAT the current efforts by the VPD to forge improved relationships with the sex trade workers of the Downtown Eastside continue to be strongly supported by VPD management;
- 22. The VPD should encourage the City of Vancouver to: Continue to support the resource needs of the VPD, both in terms of sworn staff but also civilian support staff, such as the priority positions requested in the 2002, 2003 and 2004 Reports to Council regarding civilian staffing, especially those with technical expertise, so that no future serious investigation is compromised by a lack of sufficient staff and expertise.

Report: The Tragedy of Missing and Murdered Aboriginal Women in Canada: We Can Do Better, Position Paper by the SisterWatch Project of the Vancouver Police Department and the Women's Memorial March Project, 2011



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 1. To know the size and nature of the problem and so that resources can be effectively targeted, reliable and comprehensive statistics must be gathered. This starts with police agencies but must end with aggregation and analysis at the local, provincial and national level. A harmonized data collection scheme should be developed to accomplish this goal.
- 2. Police forces across Canada should implement best-practice protocols for responding to reports of missing Aboriginal women. There need to be standardized protocols for police handling of missing persons cases including tools for fair and effective assessment of the risk to the missing individual
- 6. Prevention is key to reducing victimization. There need to be more resources targeted at assisting Aboriginal women and girls to escape from dangerous circumstances, whether it involves specific circumstances such as violent domestic situations or the sex trade, or the more general danger created by poverty and addiction that results in marginalization.
- 7. There should be a national 1-800 phone number in support of the MC/MPUR website and a “clearing house/centre for excellence” model that serves both the public and police agencies. There must be effective coordination with the provinces to ensure no case falls between the cracks.
- 8. Every province should have a 1-800 phone number and a missing persons website as part of a “clearing house/ centre for excellence model” as described above. At the provincial level, in addition to supporting police agencies, there must be emphasis on ensuring reporting missing persons is simple and low-barrier, and that no report is missed or mishandled because of a lack of communication and/or coordination between jurisdictions.
- 10. Other police agencies facing similar challenges to Vancouver should consider using the SisterWatch program as a model for community collaboration and targeting of those engaged in predatory violence against marginalized Aboriginal women.

Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report")
- Missing Women Commission of Inquiry, 2012

- “That the accountability structure for the Greater Vancouver police force incorporate a holistic approach that provides oversight on both an individual and systemic level and is fully responsive and responsible to the communities it serves”
- “That the Director of Police Services mandate accountability under the MCM standards by requiring that police forces:
 - Provide an explanation as to why MCM was not used for a “major crime” in an annual report to the Director of Police Services;
 - Notify the Director of Police Services of all “major crime” investigations that are not under active investigation and have remained open for more than one year. Upon



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



receipt of such notification, the Director will appoint another police department to conduct an independent audit of the prior investigation and conduct such additional investigatory steps as it deems necessary, and report its finding to the Director and the originating police agency; and

- Conduct annual internal audits of a statistically valid random selection of MCM investigations to ensure proper compliance with the model”
- “That the *Police Act* be amended to provide that the Mayor is an *ex officio* member of the Board, but has no voting authority”
- “That additional steps need to be taken to ensure representation of vulnerable and marginalized members and Aboriginal peoples on police boards”
- “That police boards have access to greater resources from the Division of Police Services to gather and analyze information to enable them to better carry out their oversight functions”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Hold regular consultations to allow the community to share information and voice problems to police”
- “Create an advocate or ombudsperson to assist with police complaints”
- “Create a civilian citizen’s accountability board to deal with issues of individual police complaints”
- “Create a specific body to deal with complaints about police by those in the sex trade”

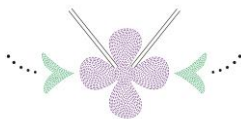
Report: Victoria Rose Paul: Investigation Report. Nadine Cooper Mont, Independent Investigator , 2012

(Recommendations concern ways in which police can better prevent deaths in custody)

- Truro Police Service amend policies to ensure that clear direction is provided to officers and custodians regarding initial and ongoing assessments of persons in custody, consistent completion and review of the C13-4, how information is to be documented and communicated between shifts, providing medical assistance, and clear roles and responsibilities of all individuals working in the lock-up facility
- Truro Police Service develop and implement a review mechanism to ensure that all staff are following a consistent approach when assessing persons in custody before placement in cells; that quality checks are done to ensure continued fitness to be incarcerated; and that adequate documentation of required forms is being done



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- Truro Police Service to provide officers and custodians adequate on-site training in order for these employees to sufficiently carry out their duties. This training should include at a minimum proper training on the policies and provincial standards of the care and custody of prisoners, how to interact with challenging or intoxicated individuals, conflict resolution, suicide intervention, use of force, how to conduct quality checks on persons in custody, and how to determine whether medical assistance is required
- Truro Police Service review and enhance its orientation for custodians
- Truro Police Service provide officers and custodians tools such as the 4Rs of Rousability and to post in plain view such guides to assessing persons in custody
- Truro Police Service adopt definitions in policy regarding questionable consciousness, prisoner alertness, and well-being
- Truro Police Service provide all officers, civilian staff, and custodians sensitivity and cultural awareness training
- Truro Police Service address the attitude among lock-up personnel that a person in custody only needs to be breathing to be alright
- Truro Police Service provide Sgt. Henderson with further supervision training and review of the policies to ensure that he understands and is fulfilling his duties as required with respect to the lock-up facility and his subordinate staff
- Truro Police Service review its performance management process to ensure that the performance of all staff, including contract employees, is appropriately addressed
- Truro Police Service develop policy regarding cell contamination and providing clean, sanitary suits for persons in custody to wear
- Nova Scotia Department of Justice update and clarify the provincial standards for lock-up facilities
- Nova Scotia Department of Justice clarify with all municipal police agencies in the province that have lock-up facilities the role and purpose of the annual inspection of such facilities

Report: A Strategic Framework to End Violence against Wabanaki Women in New Brunswick, New Brunswick Advisory Committee on Violence against Aboriginal Women, 2008

- 39. Develop and implement training for police to ensure their approaches and responses are appropriate in the context of First Nation communities.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 40. Establish collaborative relationships between police and First Nation service providers so that appropriate approaches and protocols are established for dealing with violence against Wabanaki women, children, Elders and women with disabilities in First Nation communities.

Report: Final report of the Provincial Partnership Committee on Missing Persons, October 2007.

- Relationships between the police (RCMP and municipal police forces) and First Nations and Métis communities are strengthened in missing person cases.

Report: Highway of Tears Symposium Report Recommendations, 2006

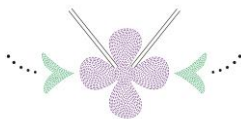
- Recommendation #5 That the RCMP re-establish and maintain communication with each of the victim's families.
- Recommendation #6 That a First Nation Advocate be provided to bridge the long-standing communications and awareness gap which exists between the RCMP and First Nation victim's families.

Report: Stolen Sisters – A Human Rights Response to Discrimination and Violence Against Indigenous Women in Canada, Amnesty International, 2004

- Police should work closely with Indigenous women's organizations and other frontline groups to identify and implement appropriate and effective protocols for action on missing persons cases, with a view to developing standards for police response in keeping with the risks to Indigenous women and girls.
- Police forces should provide specialized staffing to review and coordinate responses to missing persons cases
- All police officers should receive adequate training to ensure an understanding of violence against women in a range of settings including family violence, child sexual exploitation and violence against women in the sex trade.
- The scenarios used in police training should incorporate issues of cultural sensitivity and violence against women.
- Meetings with Indigenous women leaders and other community members should be organized to build understanding of the specific risks to Indigenous women in Canadian society and establish and strengthen relationships of trust between police and Indigenous communities.
- All police departments should review issues of workload, staffing levels and job rotation to ensure officers have the opportunity to become familiar with and can develop relations of trust with the specific communities they are intended to serve and protect.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- Funding should also be provided for the creation of independent advocates and liaison workers for Indigenous people in contact with police.

Report: The Aboriginal Justice Implementation Commission, 2001

(Selected recommendations)

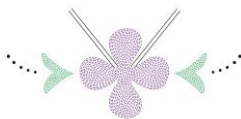
- 1. The Commission recommends that the Province of Manitoba initiate a process involving all stakeholders (with Aboriginal representation that includes the Assembly of Manitoba Chiefs and the Manitoba Métis Federation) to review policing issues in Manitoba with a goal of a new Provincial Police Act within 3 years. The review should deal with, among other things
 - The role of the province in encouraging the adoption and delivery of effective community policing
 - Whether current mechanisms to fund police services are equitable
 - The role of the province in ensuring adequate and effective levels of policing
 - Complaints and discipline mechanisms for alleged criminal and non-criminal conduct
 - Establishing training and performance standards
 - Crime Prevention
 - Victim Services
 - The role and responsibilities of bodies charged with providing general supervision of police
 - The distribution of powers between municipal governments, police supervisory bodies and the chief of police
 - The role of the RCMP as a provincial police force and arrangements for provision of specialized services by the Provincial Police Force to other forces such as, First Nation Police forces and municipal forces, both RCMP and non-RCMP
 - What, if any, legislative provisions are required to deal with Aboriginal Police Forces
- (ii) Short-Term (Immediate Ongoing work to improve the provision of police services to Aboriginal people should not stop while this review is being conducted. The Commission suggests the province adopt the short term recommendations suggested by Professor Linden, et al that 2. The Province and Aboriginal communities adopt a process through which Aboriginal communities could choose the most appropriate type of police structure; such a process should include,



National Inquiry into Missing and Murdered Indigenous Women and Girls Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- A needs assessment
 - Option assessment, and
 - Monitoring and evaluation.
- 3. The province work with Dakota Ojibway Police Service (DOPS) to explore ways to improve the efforts of DOPS to provide a community-based police service.
- 4. The province work with the RCMP to determine whether the RCMP is sufficiently responsive to community needs and concerns and whether the degree of responsiveness can be improved.



Theme 16: The need for more responsive, transparent, and accountable policing: investigations, prosecutions, and oversight.

Report: Thunder Bay Youth Suicide Coroner's Inquest, 2016

To: NAN, the City of Thunder Bay, TBPS, NAPS, NNEC, KO, DFCHS and MLC

91. In order to ensure timely reporting of missing students and consistent practice among institutions when students are reported missing or during sudden death investigations, the City of Thunder Bay; TBPS; NAN; NAPS; NNEC; DFCHS; KO; and MLC should establish a working group to discuss best practices applicable to their respective roles pertaining to students from remote First Nations communities attending secondary school in Thunder Bay ("Students"). The working group should consider:

i. The need to ensure timely reporting to police of all missing person matters that involve a Student: The working group should review and revise current education authority policies and procedures in order to generate a consistent set of policies. In particular, the document entitled Missing Student Protocol Guide [Exhibit Number 133 at Tab 31] should be reviewed and revised with the benefit of information learned at the joint inquest to help generate a consistent set of policies and procedures. The revised set of policies and procedures, once agreed upon, should be disseminated to - and adopted by – NNEC, KO and MLC. The revised procedures should include language that directs education authority employees to file a missing person report with police as soon as any member of the education authority determines that a search needs to be undertaken for a student whose whereabouts are unknown;

ii. Public awareness: The working group should discuss implementation of a public information campaign emphasizing the importance of reporting missing person matters to police without delay;

iii. Information Sheets: The working group should discuss the preparation of information forms for all Students to be stored with education authorities. The working group should also review the steps necessary to obtain appropriate consent to disseminate these individual forms to police in the event that a missing person report is filed;

iv. Social Media Search: The working group should consider how to utilize social media to assist in missing person searches and should designate roles and responsibilities for all parties accordingly;

v. Press Releases: The working group should discuss approaches to press releases pertaining to any missing person matter that involves a Student. The working group should also discuss approaches to press releases in the event that a Student is found deceased. The working group should discuss the various circumstances that may influence when media releases should or should not go out. The working group should also discuss circumstances that may influence how a media release may need to be worded;

vi. Best Practices for Interviews: The working group should discuss best practices to facilitate interviews of young people in exigent, non-criminal, circumstances. The working group should also discuss best



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



practices to facilitate interviews in exigent, non-criminal, matters with individuals of any age who may be unfamiliar or uncomfortable dealing with individuals in positions of authority;

vii. Internal Search Plans: The working group should ensure that appropriate participant institutions have an internal search plan that can be implemented if a Student goes missing. Without limiting the generality of what the internal plans may include:

a. internal search plans should identify pre-determined internal points of contact to act as information coordinators and liaisons to third parties in the event of a missing person search involving a visiting student;

b. internal search plans should set out a clear supervisory structure so that each institution is able to identify an individual(s) who will ensure that the internal search plan is properly executed;

c. internal search plans should set out how information will be provided to family members and will contain provisions that permit family members to identify third parties to act as their agents/advocates as they prefer. The plan should ensure that more than one individual can be designated by family members to receive information where necessary;

d. internal search plans should also set out how employees will share information externally with any other relevant institutions, political bodies or family members;

e. all internal search plans should contemplate the possible arrival of community searchers and how to manage such volunteers. Internal search plans should explain best search practices for non-police searchers with particular emphasis on, among other things, evidence preservation;

viii. Global Search Plans: The working group should also ensure that each internal search plan dovetails into a larger global search plan that should be implemented by all participant institutions in the event that a Student goes missing:

a. Global search plans should adopt pre-determined points of contact within each institution that are consistent with the internal search plans discussed above;

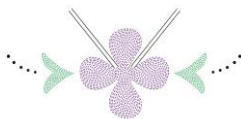
b. Global search plans should include at least one Appendix that will contain a handout listing the best practices for community searchers discussed above. This document can be disseminated to community searchers as needed;

ix. Missing person risk factors: The working group should share expertise on risk factors that may need to be considered when assessing the risk level in a missing person matter that involves a Student. The working group should create a list of risk factors that should be considered by all parties. The revised risk factors should be shared among participants and, once agreed upon by all, imported into the forthcoming TBPS 2016 missing person procedure as well as all internal search plans;

x. The working group should also review the revised TBPS missing person questionnaire that arises under the 2016 missing person policy and should consider what revisions, if any, should be made based on:



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées

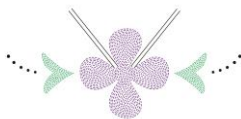


- (i) the expertise obtained by education authorities arising out of their own search efforts and
- (ii) information contained in search forms prepared by other police services that may be available by way of the Ontario Association of Chiefs of Police, including but not limited to, the Ontario Provincial Police;
- xi. Training: The working group should fix deadlines for completion of staff training on all issues as follows:
 - a. parties other than the TBPS should ensure that all staff are fully trained on revised procedures within 1-year from the completion of the working group deliverables; and
 - b. TBPS will ensure that all of its members are trained on the forthcoming revised 2016 missing person policy by December 31, 2016;
- xii. The working group should prepare an anonymized training case scenario based on evidence canvassed at, and lessons learned from, the joint inquest. The case scenario should be used to assist in training TBPS officers, education authority staff and NAPS officers to participate in investigations relating to Students which may involve:
 - a. civilian search teams;
 - b. alcohol or substance use;
 - c. reports made to police after the whereabouts of the subject individual have been unknown for a lengthy period of time;
 - d. interviews involving young people who may be reluctant to speak to police officers fearing that they may get in trouble or may be betraying the confidence of their friends; or
 - e. cultural and systemic barriers that may limit the fulsome disclosure of information to persons in positions of authority; and
- xiii. The working group should identify an appropriate external consultant to be hired to assist the TBPS (and any other interested organizations) to revise current training modules to ensure that curriculum covers cultural issues that are relevant to members of the Indigenous community in and around Thunder Bay and:
 - a. TBPS will also present an annual report on training to the Police Services Board to provide the public with information on police training. This report will be made during the public session and will include, among other things, a summary of the number of officers who completed training courses in different policing areas and will include information about training curriculum related to Indigenous issues.

To: Ontario



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



92. Establish a working group to review issues relating to ground searches for missing persons and missing persons investigations and to make recommendations to the Ministry of Community Safety and Correctional Services (“MCSCS”) regarding

- (i) provincial standards relating to missing persons searches and investigations;
- (ii) training of police officers involved in missing persons searches and investigations; and
- (iii) any other issue that the working group considers appropriate for a recommendation. The membership of this working group should include representatives of MCSCS, the Ontario Association of Chiefs of Police, the Ontario Police College, the OPP Police Academy, at least one municipal police service, and at least one First Nations organization.

To: Ontario

93. Develop and propose new missing persons legislation, in consultation with policing partners, Indigenous communities and organizations, and other partners to assist police in investigating missing persons cases.

XII. Protocol for Volunteer Community Searchers To: TBPS and NAN

94. Create a joint protocol translated in Cree, Ojibway, and Oji-Cree for distribution to community search teams explaining best search practices for non-police searchers with particular emphasis on:

- i. safety considerations for community searchers;
- ii. evidence preservation;
- iii. importance of communication/debriefing with assigned liaison officer; and
- iv. issues relating to private property.

XIII. OTHER INVESTIGATIONS/POLICE ISSUES Pattern Recognition and Reporting of “Runners”

To: Liquor Control Board of Ontario (“LCBO”) and Ontario 95. In order to decrease the purchase of alcohol by persons under 19 years of age through “runners” or second party purchasers:

- i. review and revise (where necessary) LCBO guidelines for the detection of second party purchases;
- ii. enhance opportunities and methods employed to identify second party purchases and review existing practices for detecting and deterring this practice.

To: LCBO and TBPS



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



96. In order to decrease the opportunity for underage drinking (persons under nineteen) and to deter individuals from purchasing alcohol for underage individuals, create a task force or working group comprised of LCBO managers and/or regional managers and staff (as appropriate) and TBPS representatives to:

i. review and revise (where necessary) the list of “triggers” already being used by the LCBO to identify second party purchases; and ii. based on the recommendations of the LCBO and TBPS task force/working group, develop a protocol for the reporting of suspected second party purchases to the TBPS.

To: Ontario, LCBO and TBPS

97. All parties should work together to develop a campaign to raise public awareness about second party purchases and the associated legal consequences. This campaign should make use of social media as well as posters in LCBO establishments.

XIV. Other Recommendations to assist First Nations Students in Thunder Bay To: Canada (Health Canada) 98. To help alleviate homesickness for students, KO Telehealth should develop a program to allow families to utilize their services to communicate with their children who are attending high school off-reserve. This program should commence for the 2016-2017 school year.

A. Social Media and Internet Resource Development

To: The City of Thunder Bay

99. The City of Thunder Bay should advertise, promote and consult with students on the best way to notify students of opportunities for Youth, including employment, recreation and volunteering at the City of Thunder Bay, whether that is on the City’s website, other social media or another “youth friendly” format. This information should be provided at all schools in the local district.

100. The City of Thunder Bay should explore options for promoting youth opportunities and programming to youth, by “speaking their language” and utilizing sources such as Twitter, Facebook, and other social media websites.

B. Recreation Information and Activities

To: Ontario

101. The Ministry of Tourism, Culture and Sport should provide adequate funding to sustain the Regional Multicultural Youth Centre’s initiatives at DFCHS to keep students busy and safe after school, reduce risks and create a generation of active Aboriginal youths. To: The City of Thunder Bay

102. The City of Thunder Bay should consult and liaise with NNEC, DFCHS, KO and MLC in order to develop a plan for assisting those students who would like to attend City programs or have questions



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



with respect to any City programs but may have some issue to overcome such as transportation issues to and from the venue.

103. The City of Thunder Bay through the Aboriginal Liaison should liaise with DFCHS and MLC to provide copies of the community recreation guide “The Key” each session, and other promotional materials for City recreation opportunities on an ongoing basis, to be circulated in the schools including in libraries, guidance offices and recreation spaces.

104. The City of Thunder Bay should promote the P.R.O. Kids program to stakeholders such as NAN, NNEC, DFCHS, KO and MLC to encourage subject students to participate if they are interested.

105. The City should consult with and assess the needs of the community with respect to Youth and Youth programming through the efforts of the City of Thunder Bay Recreation & Facilities Master Plan “Stakeholder + Public Consultation Plan”, whose goals include identifying:

- i. the community’s vision for the development of recreation;
- ii. the current demands for and gaps in recreation services and facilities as well as emerging needs; and
- iii. the experience of Users by facility in terms of their level of satisfaction and barriers to recreation services such as transportation. The consultation process should include tapping into the voices of the City’s Youth, including Youth from the First Nations and Métis communities within and surrounding Thunder Bay.

106. Once the goals of the Stakeholder + Public Consultation Plan have been achieved, and the needs with respect to Youth programming in the City are identified - including a consideration of the need for a Youth Centre or Youth Centres in Thunder Bay - the City should identify and pursue funding and other resources to meet those needs, including consultation with the Federal and Provincial governments to support programming and/or infrastructure development. To: The City of Thunder Bay, NNEC, KO, DFCHS and MLC

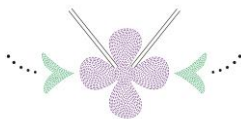
107. The City of Thunder Bay Aboriginal Liaison, NNEC, DFCHS, KO and MLC should work together - perhaps through designated contact people in the schools - to co-ordinate participation of DFCHS and MLC students in Thunder Bay recreation programs and City sponsored events that students may be interested in attending throughout the school year - for example, the use of skating rinks in the winter.

C. Transit Training

To: The City of Thunder Bay 108. The City of Thunder Bay should develop policy and procedures for dealing with incapacitated individuals, specifically youth 18 and under. These policies should also address the safety of youth who are denied or removed from transit service or who exit a transit vehicle while incapacitated. The City of Thunder Bay should provide training to its Operators and Controllers on these policies and procedures.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



D. Indigenous Youth Employment To: The City of Thunder Bay 109. The City should develop and report on employment equity targets for Indigenous Youth hired by the City, including both full time and part time employment.

E. City's Commitment to Indigenous Peoples To: The City of Thunder Bay 1

10. The City should review its current "Welcome Thunder Bay" slogan and programming to consider ways in which to incorporate a better reflection of the Indigenous presence in the territory for millennia.

111. The City should post its Declaration of Commitment dated March 29, 2010, in all of its buildings. F. Community Safety Considerations To: The City of Thunder Bay

112. The City of Thunder Bay should encourage and support the combined efforts of the Anti-Racism and Respect Committee and the Thunder Bay Crime Prevention Council, and, in consultation with the Thunder Bay Police Services Board, DFCHS, NNEC, KO, MLC, and the Indigenous community of Thunder Bay, should develop a public education campaign identifying and discussing the issue of racially motivated crimes, specifically those involving the Indigenous communities residing in and around the City of Thunder Bay.

To: Ontario and the City of Thunder Bay

113. Ontario and the City of Thunder Bay, in exercising its appointment power to the Thunder Bay Police Services Board ("TBPSB"), should take into account the need for an Indigenous representative to reflect the nature of the Indigenous peoples within the City of Thunder Bay which is served by the TBPSB. 39 To: Canada, Ontario, the City of Thunder Bay, NAN, NNEC, KO and MLC

114. Consultations should occur between the City of Thunder Bay through the Thunder Bay Drug Strategy, the TBPSB, Health Canada, the Ministries of Health and Long-term Care and Child and Youth Services, the Northwest Local Health Integration Network ("NWLHIN"), EMS, the Thunder Bay Regional Health Sciences Centre ("TBRHSC"), NAN, NNEC, KO, Shibogama, Independent First Nations Alliance ("IFNA") and MLC in order to develop of an alternative facility for intoxicated Youth, including remote First Nation students who cannot return home until their intoxication level has subsided. Such an alternative facility could include a shelter or detox unit, open to Youth who are 25 years or younger, with appropriately trained staff. To: The City of Thunder Bay, TBPS, NNEC, KO, DFCHS and MLC

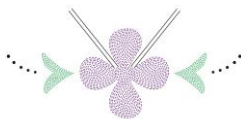
115. The City of Thunder Bay, TBPS, NNEC, DFCHS, KO, IFNA, Shibogama and MLC should consult on the terms of reference for a safety audit of the river areas frequented by First Nation students and youth in the evenings. The consultation and resulting audit should be undertaken as soon as practicable. Subject to the findings of the audit, some possible responses to identified issues could include improved lighting, emergency button poles, under-bridge barricades, or increased police patrols.

G. Community Leadership Role To: The City of Thunder Bay, NAN, DFCHS and MLC

116. In order to increase public awareness in the City of Thunder Bay regarding the issues raised during this Inquest, including the obstacles and challenges faced by First Nations students from remote



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



communities who are residing in Thunder Bay, the City should work with First Nations expertise to develop a local and social media campaign as well as a public forum which highlights and addresses:

- i. the obstacles and challenges faced by First Nations students in Thunder Bay;
- ii. the health and social issues often experienced by First Nations students in Thunder Bay;
- iii. the subject of this Inquest through a discussion of the various roles and responsibilities of community partners and members of the community in assisting First Nations students in Thunder Bay;
- iv. the current misconceptions relating to First Nations students from remote communities who are residing in Thunder Bay;
- v. racism experienced by First Nations students in Thunder Bay; and
- vi. facilitates discussion regarding how to address and report racism towards First Nations students in Thunder Bay. To: The City of Thunder Bay, NNEC, KO, DFCHS and MLC

117. The City of Thunder Bay, NNEC, KO, DFCHS, and MLC should consult with community partners to arrange for speakers or skills instructors to attend the schools in order to make presentations on topics which are aimed to engage and provide information to the students.

To: The City of Thunder Bay

118. The City should review the Calls to Action from the Truth and Reconciliation Commission which apply to municipal government, including Number 57, and consider appropriate future action.

119. The City should review and consider the United Nations Convention on the Rights of the Child and the United Nations Declaration of the Rights of Indigenous Peoples.

H. Call for Consultation and Funding

To: Canada, Ontario and the City of Thunder Bay

120. Canada and Ontario should meet with and consult with the City of Thunder Bay in order to discuss any funding requirements or additional resources necessary to assist the City in implementing and supporting the Recommendations aimed at supporting Indigenous Youth travelling to the City in order to access a secondary education program.

XV. Other Recommendations to Foster Greater Collaboration and Partnerships

To: Ontario

121. In order to serve the best interests of First Nations youth in a collaborative fashion, continue to implement the Ontario Indigenous Children and Youth Strategy (formerly the Aboriginal Children and Youth Strategy) with Indigenous communities and organizations including NAN. This strategy will



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



address the priority of improving outcomes and opportunities for First Nations children and youth, including the specific needs of those in remote northern communities, and 41 will focus on the needs of children and youth through community-driven holistic services that recognize culture and identity as foundational.

122. Through the Ministry of Education, work with First Nation communities, in collaboration with district schools boards, to share currently existing ministry developed education resources, reference materials and professional learning related to any provincial policies, programs or initiatives upon request of the First Nation schools and/or educators.

123. In order to foster greater collaboration between First Nation schools and provincially-funded schools, through the Ministry of Education, engage with First Nation communities to identify opportunities to share information and expertise to support capacity building within First Nation schools.

124. Through the Ministry of Education, work with First Nations communities, school boards, and the federal government to address issues related to tuition agreements.

125. Through the Ministry of Education, work with NAN through the Education Partnership Program to foster local relationships between school boards and First Nation communities in order to support student transitions between provincially-funded schools and First Nation schools.

126. Through the Ministry of Education, continue ongoing work regarding supports for students experiencing racism and continue to work with its partners to support the learning in the curriculum to address this issue.

127. Through the Anti-Racism Directorate, undertake research and engage with Indigenous communities to develop an Indigenous-informed Anti-Racism public education and awareness campaign.

128. Through the Ministry of Education, expand its work with partners, including First Nation, Métis and Inuit partners, to develop authentic resources that support learning about Indigenous histories, cultures, issues, perspectives and contributions in the curriculum and that build educator capacity to deliver the learning for all students with confidence and competence. 42

129. Through the Ministry of Education, work with the Ministry's School College Work Initiative (SCWI) partners to expand opportunities for more students from DFCHS to explore and pursue postsecondary pathways through participation in dual credit programs with Confederation College. In addition, the Ministry should explore opportunities to expand dual credit programming to students at MLC. The Northwestern Ontario SCWI Regional Planning Team includes representatives from Confederation College and eight district school boards including the Lakehead and the Thunder Bay Catholic District School Boards. Issues Relating to the Office of the Chief Coroner

To: The Office of the Chief Coroner



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



130. In order to track and analyze death rates of First Nations youth on and off reserve, The Office of the Chief Coroner should develop a process or protocol to improve data collection and analysis.

131. The Office of the Chief Coroner should explore new approaches to providing coroner services to remote areas through consultation with communities affected.

132. In order to ensure consistency in all sudden death investigations, wherever possible, and taking into account the resources available in a community, coroners on call should coordinate their schedules to avoid other responsibilities that would prevent them from attending a scene.

133. The Office of the Chief Coroner should work in partnership with Indigenous leadership and communities to develop a communications protocol for communications between the coroner's office and Indigenous peoples which prioritizes communication with the families.

134. The Office of the Chief Coroner should amend policies to allow for extended family members to access information about the deceased, consistent with legislation.

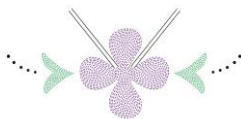
135. At the Annual Education Course for Coroners and Pathologists in 2017, the progress/results from recommendations 130 through 134 should be presented and discussed.

XVI. Implementation of Recommendations in the spirit of the Truth and Reconciliation Commission's ("TRC") "Calls to Action" ("CTA") To: Canada 136. In order to improve education outcomes of First Nations youth, we support and endorse Recommendations 7 through 11 of the Truth and Reconciliation Commission's Calls to Action that call upon the federal government to:

- i. develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians (CTA#7);
- ii. eliminate the discrepancy in federal education funding for First Nations children being educated on reserves and those First Nations children being educated off reserves (CTA#8);
- iii. prepare and publish annual reports comparing funding for the education of First Nations children on and off reserves, as well as educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people (CTA#9);
- iv. draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples, and committed to the following principles (CTA#10):
 - a. providing sufficient funding to close identified educational achievement gaps within one generation;
 - b. improving education attainment levels and success rates;
 - c. developing culturally appropriate curricula;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- d. protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses;
- e. enabling parental and community responsibility, control, and accountability, similar to what parents enjoy in public school systems;
- f. enabling parents to fully participate in the education of their children;
- g. respecting and honouring Treaty relationships;
- h. providing adequate funding to end the backlog of First Nations students seeking a post-secondary education.

To: Canada, Ontario and NAN

137. In order to improve health outcomes of First Nations youth, we support and endorse Recommendations 18 through 20 of the Truth and Reconciliation Commission's Calls to Action that:

- i. call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties (CTA#18);
- ii. call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess long-term trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services (CTA#19); and
- iii. in order to address the jurisdictional disputes concerning Aboriginal people who do not reside on reserves, call upon the federal government to recognize, respect, and address the distinct health needs of the Métis, Inuit, and off-reserve Aboriginal peoples (CTA#20).

To: Canada and Ontario

138. In order to assess progress in the areas of education and health of First Nations youth, we support and endorse Recommendation 55 of the Truth and Reconciliation Commission's Calls to Action that calls upon all levels of government to provide annual reports or any current data requested by the National Council for Reconciliation so that it can report on the progress towards reconciliation. The reports or data would include, but not be limited to:

- i. comparative funding for the education of First Nations children on and off reserves;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



ii. the educational and income attainments of Aboriginal peoples in Canada compared with non-Aboriginal people; and

iii. progress in closing the gaps between Aboriginal and non-Aboriginal communities in a number of health indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.

To: Canada, Ontario and the City of Thunder Bay

139. We support and endorse Recommendation 57 of the Truth and Reconciliation Commission's Calls to Action that calls upon federal, provincial, territorial, and municipal governments to provide skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous 45 Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. To: Canada and Ontario

140. In order to achieve reconciliation through education, we support and endorse Recommendation 62 of the Truth and Reconciliation Commission's Calls to Action that calls upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to:

i. make age-appropriate curriculum based on the history of residential schools and legacy effect, 60's Scoop, colonialism, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students to counteract the harmful stereotypes and false and misleading histories/stories that play out in the media;

ii. provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms;

iii. provide the necessary funding to Aboriginal schools to utilize Indigenous knowledge and teaching methods in classrooms; and

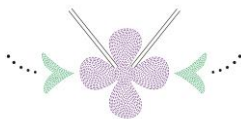
iv. establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in education.

To: Ontario

141. In addition, in order to further efforts toward reconciliation through education, we support and endorse Recommendation 63 of the Truth and Reconciliation Commission's Calls to Action that calls upon the Council of Ministers of Education Canada (upon its creation) to maintain an annual commitment to Aboriginal education issues, including: i. developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools; ii. sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history; iii. building student capacity for



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



intercultural understanding, empathy, and mutual respect; and v. identifying teacher-training needs relating to the above. 46 XVII. Shannen's Dream To: Canada 1

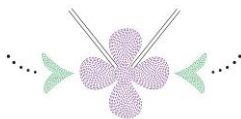
42. In order to give effect to the motion passed unanimously by the House of Commons on February 27, 2012, relating to Shannen's Dream, as set out below, we would support the inclusion of the wording of the motion in federal documents relating to First Nations education: That, in the opinion of the House, the government should adopt Shannen's Dream by:

- (a) declaring that all First Nation children have an equal right to high quality, culturally-relevant education;
- (b) committing to provide the necessary financial and policy supports for First Nations education systems;
- (c) providing funding that will put reserve schools on par with non-reserve provincial schools;
- (d) developing transparent methodologies for school construction, operation, maintenance and replacement;
- (e) working collaboratively with First Nation leaders to establish equitable norms and formulas for determining class sizes and for the funding of educational resources, staff salaries, special education services and indigenous language instruction; and
- (f) implementing policies to make the First Nation education system, at a minimum, of equal quality to provincial school systems. XVIII. Recommendation Follow-Ups

To: Canada, Ontario, the City of Thunder Bay, TBPS, NAPS, NAN, NNEC, KO, DFCHS, MLC, LCBO, P.A.R.T.Y Program of Thunder Bay and the Office of the Chief Coroner

143. All organizations that receive recommendations should prepare an annual report following up on the recommendations that:

- i. Indicates whether each recommendation is (a) accepted, (b) accepted in part, or (c) rejected;
- ii. Provides an explanation for any recommendations that are not accepted in whole or in part and indicates an alternative approach to achieve the same aim;
- iii. Indicates, for all recommendations that are accepted, whether implementation is (a) pending, (b) in progress, or (c) complete;
- iv. provides a detailed update regarding the steps that have been taken and are planned with respect to the implementation of the accepted recommendations;
- v. is sent by email to any person who requests to receive a copy; and



vi. is prepared each year for delivery at 10 a.m. on the anniversary date of the release of the inquest recommendations (until the party has provided 47 an annual report indicating that all of the recommendations it received have either been rejected or implemented).

144. The organizations receiving recommendations should endeavour to agree on a process whereby the annual reports will be posted in a central location on the internet (e.g. on a website of one of the organizations). Acknowledging that the First Nations parties who receive recommendations have limited resources, those parties should prioritize actual actions responding to recommendations over reporting on those actions and should only be expected to provide annual reports if they have the resources to do so.

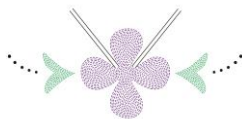
145. Organizations that accept recommendations should revise their current policies to reflect new tasks and procedures.

Report: Police Abuse of Indigenous Women in Saskatchewan and Failures to Protect Indigenous Women from Violence , 2017

- Ensure that the Chief Commissioner of the Civilian Review and Complaints Commission for the RCMP is mandated with the power to require Chiefs of Police to comply with the recommendations of civilian oversight bodies. (federal)
- Establish an independent special investigation unit in the province for reported incidents of serious police misconduct, including rape and other forms of sexual assault. This mechanism should be independent and civilian in nature with the authority to conduct systemic investigations. Within the unit, there should be a specialized division, with staff who have expertise and specialized training in responding to violence against women, to investigate allegations of physical and sexual assault by police (Saskatchewan)
- Ensure that Chief Commissioners of civilian oversight bodies are mandated with the power to require Chiefs of Police to comply with the recommendations of civilian oversight bodies. (Saskatchewan)
- Expand non-incarceration options for individuals arrested for being intoxicated in public, including short- and long-term detox facilities and alcohol management programs, where medical and social services personnel can provide appropriate care in a culturally sensitive way. This recommendation should be acted on in accordance with Call to Action 21 of the Truth and Reconciliation Commission. (Saskatchewan and federal governments)
- Ensure that complainants are informed upon submitting a complaint to a civilian oversight body about how they should report any police retaliation related to the lodging of the complaint; and ensure that all police complaints commissions have protocols on how they respond to a complainant who reports police retaliation related to a lodged complaint.(Saskatchewan and federal governments)



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- Ensure prompt, thorough, and respectful police response to allegations of violence against Indigenous women and girls so that police officers can properly assist victims of violence and decrease the potential for re-victimization and further harm. (Saskatchewan Police Services and the RCMP)

Report: Aboriginal Policing in Manitoba, 2001

- The Need for a Provincial Police Commission For decades, police in Manitoba has provided less regulation, control, and guidance than almost any other province. Manitoba has no minimum standards for selection, discipline or equipment. There are no provisions for auditing the operations of municipal or regional police departments or for standardizing operational procedures. It is possible for a person unsuited for police work to be hired by a municipality and to work in a department that has no adequate policy and procedures manual to guide the officer's conduct
- The Need for Oversight of Community Policing The presence of police boards or commissions may be very important during the time when Aboriginal policing services are being developed. It is not just the presence of a board or commission that is important, but it is also essential to ensure that governance is effective.
- The Need for Improvements in Oversight of Police Misconduct Our society gives the police extraordinary powers to intervene in the lives of citizens, including the right to use deadly force when necessary. The police cannot operate without the consent of those policed and part of the moral contract between the police and society is that these extraordinary powers will not be abused. Manitoba's police forces have a well-deserved reputation for honesty and integrity but the AJI pointed out the need to strengthen civilian oversight.

Report: FPT Justice Framework to Address Violence Against Indigenous Women and Girls, 2016

Priorities:

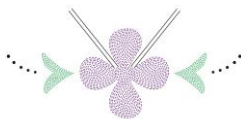
- Identifying Strategies Within The Existing Justice System To Support Indigenous Women Who Are Victims Of Violence And Their Children
- Addressing Safety And Healing Of Individuals (Victims, Offenders, Witnesses), Families And Communities
- Improving Coordination Across Government Departments And Among Provinces, Territories, The Federal Government And Indigenous Communities

Report: Report of the Saskatchewan Indian Justice Review Committee

2.1 the Regina, Saskatoon and Prince Albert police services and other municipal police forces where appropriate, in consultation with Indian and Metis organizations, immediately implement, or accelerate



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



existing plans to implement, employment equity programs to achieve aboriginal serv participation equivalent to the aboriginal proportion of the population ed.

2.2 the Regina, Saskatoon and Prince Albert Police Commissions and other police commissions as appropriate include representation from the aboriginal communities of each centre; and that such representatives be appointed only following consultations with Indian and Metis organizations.

2.3 the Saskatchewan Police Commission include at least one representative from the Saskatchewan aboriginal community, and that she be appointed only following consultation with Indian and Metis organizations.

2.4 an aboriginal liaison/cultural relations officer position be established within the Saskatchewan Police Commission to serve as a resource/advisor for municipal police departments and the Commission on matters such as cross cultural education and race relations training; aboriginal officer recruitment, supervision and retention; and the provision of policing services to the aboriginal community.

2.5 cross cultural and race relations sensitivity training be provided to all officers and civilian support staff of Saskatchewan police forces.

2.6 such training be provided to new recruits and on an ongoing basis in-service, and include a strong aboriginal component to familiarize participants with the history and contemporary situation of Saskatchewan Indian and Metis peoples.

2.7 cross cultural and race relations sensitivity training include an evaluation component to assess the impact of such training.

2.8 wherever appropriate, spouses and children participate in training sessions, especially in instances where assignment to a reserve/remote/northern posting is anticipated.

2.9 the Regina, Saskatoon and Prince Albert police services and other municipal police services as appropriate, in consultation with Indian and Metis organizations and institutions, develop a coordinated aboriginal pre-employment training and recruitment program.

2.10 the Saskatchewan Police Commission and the RCMP Aboriginal Policing Section, in co-operation . with the .Canadian Centre . for PoliceRace Relations, Ottawa, review current recruitment standards to ensure that they are not culturally biased against aboriginal persons, and examine the merits of developing screening devices for racial intolerance.

2.11 the RCMP and the Regina, Saskatoon and Prince Albert police services and other police services as appropriate develop programs to assist aboriginal officers to handle the pressures and stresses associated with their work. Such programs could include peer support. employee assistance, counselling and mentoring.

2.12 the RCMP and the Regina, Saskatoon and Prince Albert police services and other municipal police forces as appropriate, in collaboration with aboriginal organizations and institutions, develop an instrument to assess the application of cross cultural skills to police work; and that officer performance



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



appraisals include an evaluation of an officer's application of such skills in day-to-day interaction with aboriginal coworkers as well as members of the wider aboriginal community.

2.13 police administrators be trained to identify signs of racial intolerance and remedial training programs be provided to any staff exhibiting racist attitudes and behaviours.

2.14 where remedial training has not had its desired effect, appropriate disciplinary action should be taken.

2.15 the HCMP provide localized orientations prior to assignment to an aboriginal posting. northern and reserve posting!! in particular; and that such orientations include meetings with community representatives (e.g., First Nations councils, Metis Regional Councils, hamlet/village/town representatives, etc.).

2.16 the RCMP review its community advisory committee structures to ensure that they are in accord with community-based approaches to policing and accountability, and, more specifically, that they provide for community input into the selection of committee members.

2.17 the RCMP consult with local First Nations, Metis and northern government representatives regarding the desired knowledge and skills of officers to be transferred to remote postings.

2.18 Saskatchewan First Nations communities, in collaboration with the RCMP and federal and provincial government departments, determine their policing needs and identify appropriate community based policing options (e.g., tribal police, satellite detachments, auxiliary officers. the Ventures Program, field placements, ride-along), whether under the provisions of the Saskatchewan Police Act, 1990, RCMP arrangements or First Nations policing legislation.

2.19 a senior-level aboriginal liaison position, -preferably staffed by an aboriginal person, be established in the Regina, Saskatoon and Prince Albert police services and other municipal police services as appropriate to provide a focal point for police-aboriginal community relations and to co-ordinate policy regarding matters such as cross cultural education and race relations sensitivity training; aboriginal officer recruitment, supervision and retention; and the provision of policing services to the aboriginal community.

2.20 municipal police forces, in collaboration with Indian and Metis organizations, examine options to improve lines of communication with aboriginal communities, including community-based policing.

2.21 the Complaints Investigator and municipal police services undertake and/or expand programs to inform the public, and aboriginal communities in particular, about procedures in place to register and investigate complaints regarding police conduct and services. Where warranted, such information should be available in aboriginal languages.

2.22 the Saskatchewan Police Commission and municipal police services collaborate with Indian and Metis organizations to assess options under the Saskatchewan Police Act, 1990 to develop a citizen's complaint review mechanism credible to the Indian and Metis communities.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



2.23 the RCMP Public Complaints Commission undertake a major public education campaign in Indian and Metis communities on its mandate, how to register a complaint, and how a complaint is investigated. Where warranted, such information should be available in aboriginal languages.

2.24 provincial and federal government departments examine the feasibility. of amalgamating the .review of complaints against the RCMP and municipal police forces under a single review agency.

3.1 federal and provincial government departments, in collaboration with Indian and Metis organizations, establish an Aboriginal Courtworker Program on a province-wide basis. Courtworkers would assist aboriginal adults and youth in conflict with the law to better understand and exercise their rights; enhance contact between accused and counsel; and serve as a liaison between accused and police, the courts, young offenders programs and corrections.

3.2 in consultation with Indian and Metis organizations. the Legal Aid Commission implement an employment equity program to achieve greater aboriginal participation at all levels: a minimum target would be the percentage of aboriginal people in Saskatchewan, the optimum a percentage of aboriginal staff equal to the percentage of aboriginal clients served.

3.3 in consultation with Indian and Metis organizations, a review of Legal Aid services be undertaken to identify funding and staffing assignment options to enhance the effectiveness of criminal Legal Aid services to Saskatchewan aboriginal communities, especially in the north.

3.4 cross cultural and race relations sensitivity training be provided to all Legal Aid staff.

3.5 such training be provided to all new employees and on an ongoing basis in-service, and include a strong aboriginal component to familiarize participants with the history and contemporary situation of Saskatchewan Indian and Metis peoples.

3.6 Legal Aid administrators be trained to identify signs of racial intolerance and remedial training programs be provided to any staff exhibiting racist attitudes and behaviours.

3.7 where remedial training has not had its desired effect, appropriate disciplinary action should be taken.

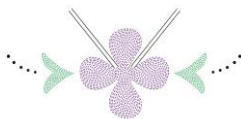
3.8 the board of the Legal Aid Commission include a minimum of 2 representatives from the aboriginal community; and that such representatives be appointed only following consultations with Indian and Metis organizations.

3.9 the Legal Aid Act be amended to authorize the Commission to establish regional advisory bodies with appropriate aboriginal representation to provide community-level input into Commission policies and programs

5.2 public legal education materials be developed to assist aboriginal people to better understand the criminal justice system in general, and court processes in particular. Such materials would include a listing of legal terminology in appropriate aboriginal languages.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



5.3 a 2-year pilot Indian Justice of the Peace Program be established for the 9 First Nations of the Meadow Lake Tribal Council.

5.4 consideration be given to making greater use of aboriginal justices of the peace, particularly in the north, to hear some types of matters such as bail applications, motor vehicle offences and minor criminal offences.

5.5 subject to community support, that the Provincial Court hold court sittings on reserve, at least periodically, wherever suitable facilities are available and numbers warrant.

5.6 Saskatchewan Justice, in consultation with the Provincial Court of Saskatchewan, review the northern circuits of the court to:

- identify measures to reduce time pressures experienced in northern court sittings and to improve opportunities for liaison between the court and northern communities; and
- ensure that each northern circuit point is equipped with proper sound amplification equipment as well as a space where accused persons and witnesses can consult privately with counsel.

5.7 La Ronge be designated as a special northern circuit point of the Court of Queen's Bench for the purpose of hearing criminal trials as needed.

5.8 the 'relief teams' which periodically travel to northern circuits of the Provincial Court include at least two members familiar with the region and its peoples.

5.9 northern judges not be transported to court by the RCMP.

5.10 cross cultural and race relations sensitivity training be provided to all Saskatchewan judges, crown counsel, court officials and court support staff.

5.11 such .. training be .. provided to all new employees and on an ongoing basis in-service, and include a strong aboriginal component to familiarize participants with the history and contemporary situation of Saskatchewan Indian and Metis peoples.

5.12 court administrators be trained to identify signs of racial intolerance and remedial training programs be provided to any crown counsel, court officials and court support staff exhibiting racist attitudes and behaviours.

5.13 where remedial training has not had its desired effect, appropriate disciplinary action should be taken.

5.14 efforts be made by the judiciary and officers of the court to facilitate the giving of evidence in court by aboriginal persons in a traditional way. for example, by a sweet grass ceremony



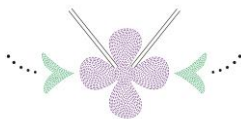
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 6.1** cross cultural and race relations sensitivity training be provided to all provincial and federal corrections staff.
- 6.2** such training be provided to all new employees and on an ongoing basis in-service, and include a strong aboriginal component to familiarize participants with the history and contemporary situation of Saskatchewan Indian and Metis peoples.
- 6.3** special emphasis be placed on the understanding and application of holistic healing models-those which focus on the spiritual, emotional, psychological, physical and material needs of inmates.
- 6.4** correctional authorities, in consultation with Indian and Metis organizations, develop an instrument to assess the application of cross cultural skills to corrections work; and that employee performance appraisals include an evaluation of a corrections worker's application of cross cultural skills in day-to-day interaction with aboriginal co-workers and inmates.
- 6.5** corrections administrators be trained to identify signs of racial intolerance and remedial training programs be provided to any staff exhibiting racist attitudes and behaviours.
- 6.6** where remedial training has not had its desired effect, appropriate disciplinary action should be taken.
- 6.7** community corrections staff receive local orientations where appropriate.
- 6.8** aboriginal federally-sentenced women not serve their sentences at the Kingston Prison for Women, and, pending the opening of a facility in Western Canada, those serving their sentences at Saskatchewan Penitentiary have access to a full range of culturally sensitive and gender appropriate programming.
- 6.9** the Pine Grove Correctional Centre review its policies on access to the facility's family visitation unit with an eye to reducing the length of time that inmates must wait before they can apply to use it.
- 6.10** the Pine Grove Correctional Centre implement vocational, educational and upgrading programs which are more appropriate to aboriginal women's career needs.
- 6.11** appropriate action be taken to implement recommendations flowing from an investigation into allegations of racism at Pine Grove Correctional Centre initiated in response to concerns brought to the attention of the Review Committee in November, 1991, by former Pine Grove staff.
- 6.12** Saskatchewan Corrections and the Correctional Service of Canada (CSC), in consultation with Indian and Metis organizations, immediately implement employment equity programs to achieve greater aboriginal participation at all levels. A minimum target would be the percentage of aboriginal people in Saskatchewan; the optimum, a percentage of aboriginal staff equal to the percentage of aboriginal offenders served.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



6.13 provincial and federal Corrections develop programs to assist aboriginal staff to handle the pressures and stresses associated with their work. This could include peer support, employee assistance, counselling and mentoring.

6.14 federal and provincial corrections services review all programming (e.g., life skills, parenting, battering and family violence, anger management, money management and budgeting, educational and vocational programs and sexual, physical and substance abuse counselling) to ensure that it is culturally sensitive, gender appropriate and accessible.

6.15 provincial and federal Corrections, in collaboration with Indian and Metis communities, implement programming to enhance access to pre- and post-release planning services with respect to employment, housing, education, counselling and other support services. Wherever possible, such services should be delivered by a network of local aboriginal service providers. To this end, provincial and federal Corrections officials should meet with representatives of aboriginal communities on a regular basis to exchange views and identify potential community resources to foster offender reintegration.

6.16 provincial corrections ensure that, to the maximum extent possible, inmates serve their sentences in a correctional facility nearest to their home.

6.17 federal and provincial Corrections services ensure that inmates have reasonable access to psychological/psychiatric services and/or spiritual advice to assist with immediate problems, and regular access to professional counselling services to address longer-term needs.

6.18 psychological tests used by federal Corrections in the assessment of aboriginal offenders be reviewed to ensure that they are not culturally biased against aboriginal inmates.

6.19 Corrections Canada's current emphasis on accredited education, upgrading and modular training, especially in Native Studies, continue.

6.20 provincial Corrections work with Corrections Canada to adopt/adapt similar modular programming, especially in Native Studies.

6.21 the Federation of Saskatchewan Indian Nations meet with federal and provincial Corrections to review the application of existing Treaty Rights as they apply to Treaty Indian inmates.

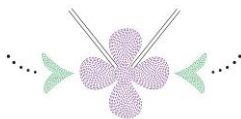
6.22 there be greater access to Aboriginal Elders and Spiritual Advisors; and that they be appropriately remunerated for their services.

6.23 Aboriginal Elders and Spiritual Advisors be accorded the same status, freedom and independence within -correctional institutions as Christian and other religious service providers.

6.24 provincial Corrections, in consultation with Indian and Metis organizations, develop clearance procedures which are respectful of the sacred nature of religious objects used by Elders and Spiritual Advisors.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



6.25 the National Parole Board re-affirm its commitment to accord participation in aboriginal spiritual programming the same weight in parole decision-making as participation in Christian and other religious programming.

6.26 the composition of the Board and staff of the Prairie Region of the National Parole Board reflect the fact that aboriginal inmates comprise a significant portion of federally and provincially sentenced inmates serving their sentence in Saskatchewan.

6.27 the National Parole Board in the Prairie Region facilitate communication between the Board and aboriginal communities to enhance its ability to identify culturally appropriate means of conducting parole hearings and the application of parole conditions for aboriginal offenders.

6.28 the policies and practices revolving around the detention of federally-sentenced offenders beyond their normal release date (gating) be reviewed to ensure that they are not culturally biased against aboriginal persons.

7.1 Indian and Metis organizations and federal and provincial government departments jointly develop delivery standards and evaluation criteria for cross cultural training.

8.1 Saskatchewan Justice, in consultation with the judiciary and representatives of both the aboriginal and non-aboriginal communities, evaluate the need for family violence courts in the Saskatchewan context.

8.2 the provincial and federal governments support the development of protocols and networks to assist in educating and coordinating the work of agencies dealing with family violence in the aboriginal community,

Report: Commission on First Nations and Metis Peoples and Justice Reform, Saskatchewan

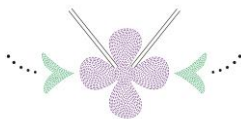
Recommendation 5.10 This Commission recommends that representatives of the Federation of Saskatchewan Indian Nations, Metis Nation – Saskatchewan, governments of Canada and Saskatchewan work together to develop an independent complaints investigation agency that will meet the needs of First Nations, Metis and non-Aboriginal people with the objective of having such an agency in place by April 1, 2005.

Recommendation 5.11 This Commission recommends that the Implementation Commissioner monitor and oversee the establishment of a complaints agency that will reflect and respect the spirit and intent of the existing Special Investigations Unit.

Recommendation 6.1 This Commission recommends that the Government of Saskatchewan encourage and support the participation of potential First Nations and Metis jurors with the provision of resources for childcare and transportation where necessary.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Recommendation 6.2 This Commission recommends that the Cree Court concept expand both geographically and linguistically so that a First Nations or Metis person may attend court proceedings conducted in their own language.

Recommendation 6.3 This Commission recommends that all levels of court in Saskatchewan inform First Nations and Metis people appearing in court that they have the right to receive translation services, so that they fully understand the proceedings.

Recommendation 6.4 This Commission recommends that the Government of Saskatchewan gather representatives from the Court of Queen's Bench and the Provincial Court, together with at least one Metis and one First Nation northern representative along with representatives from the Government of Canada to explore ways to address a more satisfying and economically affordable solution to bringing family law matters to the North.

Recommendation 6.5 This Commission recommends that all courts be fully resourced by the governments of Canada and Saskatchewan to include the critical component of community involvement.

Recommendation 6.6 This Commission recommends that the governments of Canada and Saskatchewan, to ensure equitable and fair representation in the courts, appoint First Nations and Metis persons to sit as judges at every level of court within Saskatchewan.

Recommendation 6.7 This Commission recommends that all levels of government encourage and promote Court points in First Nations and Metis communities where suitable facilities can be provided and maintained by these governments; in the alternative, these governments should begin to provide suitable video and audio links between inaccessible First Nations and Metis communities and the courts.

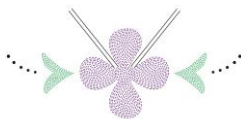
Recommendation 6.8 This Commission recommends that all levels of court be encouraged to use community based sentences for all offences (unless specifically prohibited by law) and that every level of government redirect resources to fund community based projects and help to facilitate community participation in sentencing.

Report: Executive Summary: Connecting Our Spirits, 2015 Family Gathering of Missing and Murdered Indigenous Women and Girls

32. Families need resources and support for travel to support search efforts, be part of the investigation process, and attend hearings and court proceedings.

33. The RCMP needs to improve their response times for calls related to missing persons and women experiencing violence, and an audit of response times should be done every few months to monitor and provide feedback for improvement.

34. We need regional crisis teams, funded by government that have resources and supports available for mobilizing searches and investigations, including resources for food, gas, crisis response teams, etc.



35. The waiting is really painful for families. There needs to be ongoing communication and information flow to families about the court system and legal processes. It is too much to deal with in isolation and without support.

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- “The MWWG recommends that jurisdictions support the following Saskatchewan Provincial Partnership Committee on Missing Persons recommendation:
 - All police forces should assign a police officer responsible for the coordination of missing persons’ files and establish a backup process to avoid gaps in effectively responding to missing person reports, in conjunction with recommendation 14 that calls for the identification of a specific unit within police services”
 - “The MWWG recommends that jurisdictions consider the recommendation made in the 2005 FBI symposium on serial murder that investigators should consult with behavioral experts on the development of a proactive media strategy in order to circumvent issues related to interactions between the offender and the media”
 - “The MWWG recommends that jurisdictions consider the recommendation of the Panel on Justice and the Media that consideration be given to formally implementing the guidelines established in the “Protocol Regarding Public Statements in Criminal Proceedings” document”

Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report") - Missing Women Commission of Inquiry, 2012

- “That the provincial standards be developed by the Director of Police Services with the assistance of a committee consisting of representatives of the BC Association of Municipal Police Chiefs, the RCMP, representatives of community and Aboriginal groups, and representatives of families of the missing and murdered women”
- “That proposed provincial missing persons standards include at least 15 components:
 - Definition of “missing person;”
 - Criteria for the acceptance of reports;
 - Jurisdiction;
 - Missing Person Risk Assessment Tool;
 - Provincial Missing Person Reporting Form;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- Standards related to interaction with family/reportees;
 - Initial steps – background information;
 - Supervisory responsibility/quality control;
 - Forensic evidence standards;
 - Coroners' Liaison;
 - Monitoring outstanding missing person cases;
 - Automatic annual review of unsolved cases;
 - Closing missing person files;
 - Prevention and intervention; and
 - The role and authority of the BCPMPC"
- "That the provincial standards require a proactive missing persons process whereby police must take prevention and intervention measures including "safe and well" checks when an individual is found"
 - "That best practice protocols be established for (1) enhanced victimology analysis of missing persons, (2) investigative steps in missing person cases, (3) collaborative missing person investigations collection, (4) storage and analysis of missing persons data, and (5) training specific to missing person investigations"
 - "That Provincial Government establish a provincial partnership committee on missing persons to facilitate the collaboration of key players in the ongoing development of best practice protocols for missing person cases. The committee should be chaired by a senior government official and include representatives of the missing and murdered women's families, Aboriginal organizations, community groups, service providers, police, and Victim Services"
 - "That Provincial Government establish an agency independent of all police agencies with the purposes to include coordinating information, identifying patterns, establishing base rates, checking on police investigations, ensuring accountability for linked interjurisdictional series, and warning the public. It should provide oversight and analytic functions, but it should not be an investigating entity"
 - "That provincial authorities create and maintain a provincial missing person website aimed at educating the public about the missing persons process and engaging them in proactive approaches to prevention and investigation"



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



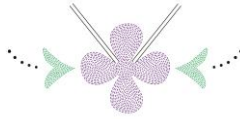
- “That provincial authorities establish a provincial 1-800 phone number for the taking of missing person reports and accessing case information”
- “That provincial authorities develop an enhanced, holistic, comprehensive approach for the provision of support to the families and friends of missing persons. This should be based on
- a needs assessment carried out in consultation with the provincial partnership committee on missing persons”
- “That representatives of the media be invited to be members of the provincial partnership committee and that the committee should develop a protocol on issues related to the role of the media in missing person investigations”
- “That the provincial partnership committee develop a proposal for either an enhanced BCPMPC to meet additional responsibilities relating to the needs of members of the public and, in particular, reporters; or to create an independent civilian-based agency for this
- purpose”
- “That Provincial Government enact missing persons legislation to grant speedy access to personal information of missing persons without unduly infringing on privacy rights. I recommend the adoption of single purpose legislation, as in Alberta and Manitoba, with a provision for a comprehensive review of the operation of the Act after five years”
- “That Provincial Government take active steps to support the development of a National DNA Missing Persons Index and to assist in overcoming the impasse on outstanding concerns over its creation and operationalization”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Create a form for a living will to allow information sharing when executed and deposited at government agencies such as welfare, in the event that someone is believed to be missing”
- “Ensure that missing person reports concerning Aboriginal women are received by police
- and properly investigated”
- “Do not pre-judge the outcome of a case, for example, by denying that there is a serial killer, until there is certainty or that the case has been resolved”
- “Take all missing persons reports seriously and investigate them properly; do not judge a
- person or make presumptions about her disappearance based on her lifestyle”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “If a woman reported missing has been living in insecure circumstances or is Aboriginal,
- assume that she may have experienced foul play and follow up accordingly”
- “Make sure that all leads are followed up upon, including with other family members who
- did not report the person missing”
- “Be willing to maintain contact with more than one person per family, recognizing that not all family members are in regular communication with each other, for a variety of reasons”
- “Recognize that high turnover among officers assigned to a file may negatively impact both
- progress on the investigation and relationships with family members
- “Maintain regular contact with families through their preferred means of contact about the
- progress of investigations”
- “Consider establishing a civilian system for investigating missing persons cases, outside the
- police force”
- “Create a BC Missing Persons Unit, to act as a central point for coordinating all missing
- persons investigations in the province, including through the use of a website for information-sharing”
- “Make sure that officers assigned to missing persons cases have sufficient experience”
- “Prohibit officers from taking contract work that could be seen to be in conflict with their
- official duties or that might cause confusion about their roles”
- “View and assess the process of missing persons investigations from the five-phase framework developed by the Saskatchewan Missing Persons Partnership Committee: prevention; identification of situations of concern; reports of missing person; investigations/responses; and outcomes”
- “Work with families to develop future policies on missing persons investigations”
- “Develop a media campaign about missing persons practices, advising people how to report, and make this information widely available”
- “Make sure that descriptions of missing persons and descriptions of unidentified victims are shared with all police agencies across the province as soon as they are received”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Make sure that information about investigations is received from and shared with reporting family members regardless of the jurisdiction in which they reside”
- “Create a legacy fund for children of missing and murdered women to enable them to engage in a range of activities, including tertiary education, recreational and cultural programs, vocational training and therapeutic programs; ensure that the program can be accessed across Canada”

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- “The MWWG recommends that Ministers ask the Canadian Association of Chiefs of Police to consider a national strategy to ensure consistency in reporting mechanisms for reporting missing persons. This could be developed in conjunction with implementation of a National Data Base”
- “The MWWG recommends that jurisdictions work with law enforcement/police agencies to ensure that the public is made aware of reporting practices for missing persons in their jurisdiction; to evaluate the adequacy of current educational mechanisms; and consider how to make information more accessible through websites. This could include a national public education campaign about missing persons’ issues and police policies and procedures in order to change misconceptions”
- “In order to increase the likelihood that disappearance of marginalized women will be reported in a timely fashion, the MWWG recommends that jurisdictions encourage police to develop specialized positions or specific units within police agencies so that: knowledgeable personnel are given clear responsibility for contact with families and the public in missing person reports; and identified police personnel can link with vulnerable communities to increase awareness about reporting missing persons, specifically to:
 - let people know that the reporting of a missing person is not limited to immediate family members, and;
 - reassure individuals who may be associated with criminal lifestyles that they can access police services and report a disappearance without fear of arrest”
- “The MWWG supports the Saskatchewan *Provincial Partnership Committee on Missing Persons’* Report in urging that police continually communicate with families of missing persons in order to provide ongoing updates to them on the status of the case”
- “The MWWG supports the recommendation made in the Saskatchewan *Provincial Partnership Committee on Missing Persons’* Report that tools be created for use as an information resource for families of the missing and/or murdered, such as a simple checklist for families to follow that outlines steps they could take during investigation and prosecution of the case”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Building on recommendations in the Saskatchewan Report, the MWWG recommends that jurisdictions give consideration to an expansion of the Victims Services mandate to include provision of support to families of missing persons, and that protocols be developed between police and victim services for engagement and support of the families once that need has been identified”
- “The MWWG encourages FPT Ministers Responsible for Justice to ensure that police in their respective jurisdictions create appropriate standards for missing person cases, including that:
 - A report is taken immediately when information comes to the attention of police, regardless of the length of time the person has been missing or the location where the person went missing
 - A standardized, specialized in-take form for recording a missing person report and a specialized investigative checklist is used”
- “The MWWG recommends that jurisdictions support and encourage police to develop, as recommended in the Saskatchewan *Provincial Partnership Committee on Missing Persons* report:
 - A common assessment tool to help assess the priority of the investigation
 - A practice of entering cases on CPIC as soon as possible after it is established that the person is missing”
- “The MWWG recommends that FPT governments consider the need for legislation that would allow police access to personal information of persons reported missing”
- “The MWWG recommends that FPT governments support training and education for personnel responsible for records in departments of health, social assistance, and other government agencies to be aware of the need for timely police access to records in cases of missing persons and to encourage development of protocols for the sharing of that information relative to permissible legislative exceptions such as “law enforcement purposes.”
- “The MWWG recommends that FPT Ministers Responsible for Justice support, as a priority, the work of the Multi-Provincial Strategy on Missing Persons & Unidentified Remains to establish a national missing person database containing both police missing person information and information on unidentified human remains. This database should be accessible to and searchable by both police and coroners or medical examiners, with designated sections accessible to the public by website”
- “In order to target police resources effectively, the MWWG recommends that jurisdictions support, where appropriate, police consideration of:
 - developing approaches to target high risk youth;



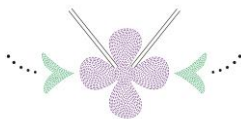
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- establishing collaborative approaches with relevant non-police agencies to assess the level of police intervention required in particular missing person cases, such as chronic run-away children;
- setting policies and procedures consistent with the involvement of and advice from the relevant non-police agencies; evaluating approaches currently in use in order to determine the gains, if any, in efficiencies and effectiveness in responding to missing persons reports, and; sharing the results of evaluations on collaborative operational policies with other interested police agencies”
- “The MWWG recommends that jurisdictions support the recommendations of the Saskatchewan *Provincial Partnership Committee on Missing Persons*’ Report that the police develop media and public communications protocols to implement best practices to disseminate information about missing persons and to request the public’s help in locating a missing person”
- “The MWWG recommends that jurisdictions support the following Saskatchewan *Provincial Partnership Committee on Missing Persons* recommendation:
 - All police forces should assign a police officer responsible for the coordination of missing persons’ files and establish a backup process to avoid gaps in effectively responding to missing person reports, in conjunction with recommendation 14 that calls for the identification of a specific unit within police services”
- “The MWWG recommends that FPT Ministers Responsible for Justice support further exploration of the recommendation by the Saskatchewan *Provincial Partnership Committee on Missing Persons* that a more systematic and comprehensive approach be taken to data collection on missing persons in Canada and that the Ministers ask the CACP to consider the following approaches with respect to data entry/collection:
 - Use of a common intake and investigation forms;
 - Increased reporting of missing persons cases onto CPIC; and
 - Aggregate reporting from police reports at the local, provincial/territorial or national level subject to resources”
- “The MWWG recommends that jurisdictions:
 - review the police response to missing Aboriginal person cases to understand barriers (cultural and systemic) to reporting and investigation and determine how police responses could be improved



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- encourage police to consider the need to develop standardized police intake forms and appropriate assessment criteria based on the risk profile of Aboriginal women and other marginalized women to ensure an appropriate and consistent police response”
- “The MWWG recommends that jurisdictions encourage police forces to work with Aboriginal organizations to develop and disseminate tools and information about the reporting process for missing women that reflects different literacy levels and is available in a range of languages/formats”
- “The MWWG recommends that jurisdictions encourage police training on missing person investigations to incorporate specific information respecting Aboriginal people and particularly Aboriginal women, in order to enhance cultural sensitivity and mitigate any potential distrust on behalf of the families caused by past relationships”
- “The MWWG recommends that cases matching the profile of women particularly vulnerable to serial predators be flagged as priority cases when a missing person report is received”
- “The MWWG recommends that jurisdictions encourage police, as recommended in the Saskatchewan *Provincial Partnership Committee on Missing Persons’* Report, to develop standardized training and practice guides for recording and managing investigations in missing person cases”
- “The MWWG recommends that jurisdictions conduct a feasibility study on the development of a voluntary database containing information on individuals considered to be at high risk of going missing, including developing criteria for such a database; and that the federal government lead the feasibility study, including a review of any legislative authority required for the collection and use of this information”
- “The MWWG recommends that jurisdictions support further consideration of the feasibility and utility of a Missing Persons Index, including potential resolutions to privacy concerns relating to the possible cross-matching feature of the sub-indices, and also subject to the ongoing review of the DNA Data Bank scheme”

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013

- “Establish independent civilian investigations of reported incidents of serious police misconduct, including incidents of rape and other sexual assault, in all jurisdictions”
- “Expand the mandate of the Independent Investigations Office to include authority to investigate allegations of sexual assault by police”
- “Consider, in consultation with indigenous communities in northern British Columbia, changing the criteria for cases to be investigated by the E-PANA task force to include a greater number of the murders and disappearances of women in the north”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Develop a timeline for NCMPUR to complete and implement specialized and standardized protocols for police response when indigenous women and girls are reported missing or found murdered”

Report: Forsaken – The Report of the Missing Women Commission of Inquiry (aka "the Oppal Report")
- Missing Women Commission of Inquiry, 2012

- “That Provincial Government amend the *BC Crown Policy Manual* to explicitly include equality as a fundamental principle to guide Crown Counsel in performing their functions”
- “That Provincial Government develop and implement a Crown Vulnerable Women Assault Policy to provide guidance on the prosecution of crimes of violence against vulnerable women, including women engaged in the sex trade”
- “That Provincial Government adopt a policy statement in the *BC Crown Policy Manual* requiring that a prosecutor’s evaluations of how strong the case is likely to be when presented at trial should be made on the assumption that the trier of fact will act impartially and according to the law”
- “That Provincial Government develop guidelines to facilitate and support vulnerable and intimidated witnesses by all actors within the criminal justice system based on the best practices identified by the Commission through its review of protocols and guidelines existing in other jurisdictions”
- “That the VPD establish a position of Aboriginal Liaison Officer whose responsibilities would include assisting Aboriginal persons in their interactions with the Missing Persons Unit”
- “That courts consider making increased use of diversionary or alternative measures to deal with bench warrants and breaches of conditions. This is in light of the barriers that outstanding warrants have on the ability of vulnerable women who are victims of violent crime to access police services. And that proactive steps be taken to assist women to clear outstanding warrants”
- “That best practice protocols be established for (1) enhanced victimology analysis of missing persons, (2) investigative steps in missing person cases, (3) collaborative missing person investigations collection, (4) storage and analysis of missing persons data, and (5) training specific to missing person investigations”
- “That Provincial Government establish a provincial partnership committee on missing persons to facilitate the collaboration of key players in the ongoing development of best practice protocols for missing person cases. The committee should be chaired by a senior government official and include representatives of the missing and murdered women’s families, Aboriginal organizations, community groups, service providers, police, and Victim Services”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “That Provincial Government mandate the use of Major Case Management (MCM) for major crimes and that the Director of Police Services develop these MCM standards in consultation with the police community and through a review of best practices in other jurisdictions”
- “That the Director of Police Services mandate accountability under the MCM standards by requiring that police forces:
 - Provide an explanation as to why MCM was not used for a “major crime” in an annual report to the Director of Police Services;
 - Notify the Director of Police Services of all “major crime” investigations that are not under active investigation and have remained open for more than one year. Upon receipt of such notification, the Director will appoint another police department to conduct an independent audit of the prior investigation and conduct such additional investigatory steps as it deems necessary, and report its finding to the Director and the originating police agency; and
 - Conduct annual internal audits of a statistically valid random selection of MCM investigations to ensure proper compliance with the model”
- “That issues related to a single electronic MCM system for British Columbia, as well as compatibility with cross-Canada systems, be reviewed as part of the consultation on MCM standards set out above”
- “That the Director of Police Services mandate provincial standards for multi-jurisdictional and multi-agency investigations to be incorporated into the provincial MCM standards referred to in
- recommendation 8.2”
- “That the Director of Police Services consult with the BC Association of Police Chiefs and the RCMP to create a protocol or framework for multi-jurisdictional major case investigations to ensure the timely and seamless implementation of multi-agency teams, including a provision for an independent panel to resolve disputes regarding when the protocol should be triggered”
- “That Provincial Government commit to moving expeditiously to implement a regional Real Time Crime Centre”

Report: Voices of the Families – Recommendations of the Families of the Missing and Murdered Women - consultation report prepared for the Missing Women Commission of Inquiry, 2012

- “Open a Gladue court in Vancouver devoted to Aboriginal offenders”
- “Strengthen justice systems for dealing with violence on reserves, and develop homecoming programs so that women who have left their reserves as a result of violence can be welcomed back”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “Ensure that missing person reports concerning Aboriginal women are received by police and properly investigated”

Report: Issues Related to the High Number of Murdered and Missing Women in Canada - Missing Women Working Group of the Federal/Provincial/Territorial (FPT) Coordinating Committee of Senior Officials on Criminal Justice, 2010

- “The MWWG recommends that jurisdictions encourage police agencies across Canada to:
 - consider strategies to promote the empirical testing of specialized tools for narrowing the field of suspects in cases involving serial predators
 - consider mechanisms for sharing current research information and promising practices relevant to these specialized tools, including profiling and instruments to assist in the assessment of potential suspects in serial murder cases”
- “The MWWG recommends that jurisdictions consider the provision of targeted funding to police agencies to ensure that there are adequate resources for dealing with cold case files”
- “The MWWG recommends that jurisdictions encourage police forces to examine policies on releasing information on ‘cold cases’ to media and ‘co-victims’, with a view to determining the best strategies for determining how and when to provide this information in order to advance investigations and to provide assurance to families and friends that appropriate attention is being given to the case”
- “The MWWG recommends that jurisdictions review their record retention policies for police, prosecutions and courts with a view to assessing the extent to which access to historical records would assist in solving cases, such as the identification leading to new DNA samples being collected for those historical cases and thus linking them to DNA crime scenes on other unsolved cases”
- “The MWWG recommends that jurisdictions give consideration to the incorporation of early Crown involvement on suspicious missing persons’ files where foul play is suspected”
- “The MWWG recommends that jurisdictions encourage police investigators involved in cases of missing or murdered women to design and implement effective media plans in order to ensure proactive and strategic use of media sources for educating and soliciting information from the public concerning details of the investigation”
- “The MWWG recommends that Heads of Prosecution and the FPT Working Group on Victims participate in the development of and distribution of best practices for police, prosecutors and Victims Services respectively to use when dealing with victims’ families, witnesses and the media in missing and murdered person cases”



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- “The MWWG recommends that jurisdictions consider the recommendation made in the 2005 FBI symposium on serial murder that investigators should consult with behavioral experts on the development of a proactive media strategy in order to circumvent issues related to interactions between the offender and the media”
- “The MWWG recommends that jurisdictions ensure that media involvement in any large and complex trial should be managed within a framework supported by the Judiciary”

Report: Missing and Murdered Indigenous Women in British Columbia, Inter-American Commission on Human Rights 2015

- file The IACHR recommends that the State implement a policy aimed at ensuring an appropriate response when a report of a missing person, in particular an indigenous women, is filed. (para311)
- Regarding the ongoing investigations of missing and murdered women, the IACHR stresses the importance of the principle of due diligence. In this regard, the State should:
- Give special judicial protection and guarantees to family members and relatives, especially by improving mechanisms to ensure that such parties have access to information about the development of the investigation and about their rights in any legal proceedings. Effective access by indigenous people to such protection is especially important given the context of historical and structural discrimination.
- Guarantee that family members or other affected parties of missing and murdered indigenous women can obtain legal aid that is effective and with which these parties feel comfortable, again taking into account the context of discrimination and marginalization.
- Ensure adequate oversight of officials responsible for responding to and investigating crimes of violence against women, and ensure that administrative, disciplinary or criminal measures are available to hold such officials accountable.
- Provide indigenous women and their relatives who are seeking assistance from officials with an available and effective procedure to complaints in the case of noncompliance by such officials with their duties under the law, and information on how to initiate and pursue that procedure.
- Provide integral social and support services to all family members of missing and murdered indigenous women, as well as to indigenous women who want to remove themselves from an abusive situation.
- Further develop the steps taken to provide reparations to families of missing and murdered indigenous women in cases where the State has failed to exercise due diligence. (para 313)

Report: Missing Women Investigation Review, Vancouver Police Department, 2010.



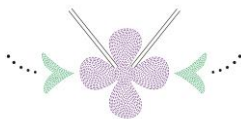
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 1. Create a protocol or framework for multijurisdictional major case investigations to ensure the timely and seamless implementation of multi-agency teams. Reference documents should include this Review, Inspector R. Gehl's 2001 M.A. thesis on "Multi-Agency Cooperation", and Justice Campbell's Bernardo Investigation Review. The protocol should include specific guidelines, provisions for ongoing liaison between senior police officers, and reporting requirements;
- 2. Strike a committee to:
 - ● Develop a mechanism for individual police agencies faced with a "major case" with a multi-jurisdictional aspect to seek assistance, including involvement of the Provincial Police;
 - ● Develop specific criteria that set out the circumstances in which a JFO will be created and a process for providing ongoing review and reporting of the JFO's activities;
 - ● Develop an agreement allowing the rapid creation of JFOs when needed; and Develop a funding model for extraordinary investigations that are beyond the capacity of a municipal police department's budget for "routine" policing;
 - ● Examine the state of provincial standards for advanced training of police officers in British Columbia.
- 10. Continue to provide the support necessary to ensure the success of the new provincial analysis unit to examine missing persons cases, and that further attention be given to eliminating barriers to making missing persons reports;
- 11. THAT all VPD supervisors and managers in charge of investigative squads receive major case management training appropriate to their responsibilities;
- 12. THAT the Inspector in charge of the Major Crime Section (and other investigative sections) have a background in criminal investigations;
- 13. THAT the Executive of the Vancouver Police Department implement a policy requiring briefings at the Executive level on major cases so that adequate resources are applied;
- 14. THAT whenever a task force is created for the purpose of a major case investigation, the major case management model is followed;
- 15. THAT a full time supervisor or "Team Commander" is assigned on a full time basis to any major case team;
- 16. THAT the Team Commander in consultation with the Primary Investigator have the authority to select all team members, and to release any team member who is unable to perform to a reasonable standard, or who is otherwise counterproductive;



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 17. THAT all major investigations consider the need for a written media strategy as a part of its operational plan, developed by the Team Commander in consultation with the Media Liaison Unit;
- 18. THAT the media handling protocol set out in the current Canadian Police College's Major Case Management Manual be used as a reference in major case investigations;
- 19. THAT the VPD implement a process whereby any replacement officers in a major case investigation team are fully briefed on all facets of the case investigation, including both in-person meetings and via case investigation documentation;
- 20. THAT the VPD continue developing the capacity to incorporate major case management best practices;

Report: The Tragedy of Missing and Murdered Aboriginal Women in Canada: We Can Do Better, Position Paper by the SisterWatch Project of the Vancouver Police Department and the Women's Memorial March Project, 2011

- 3. There should be improved co-ordination of police investigations into long-term missing persons cases and unsolved murders involving Aboriginal women and other women at risk.
- 4. Police forces should provide specialized staffing to review and coordinate responses to missing persons cases.
- 5. Police should work closely with Aboriginal women's organizations and other front line groups to identify and implement appropriate and effective protocols for action on missing persons cases, with a view to developing standards for police response in keeping with the risks to Aboriginal women and girls.
- 9. There should be harmonized legislation in all provinces and territories, such as recently passed in Alberta, to provide rapid police access to government databases (e.g., health and social assistance) that would be useful in missing persons investigations

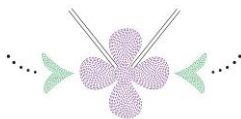
Report: A Strategic Framework to End Violence against Wabanaki Women in New Brunswick, New Brunswick Advisory Committee on Violence against Aboriginal Women, 2008

- 41. Establish a Wabanaki court worker program to assist women dealing with court processes.
- 42. Distribute existing resource kits and directories to inform Wabanaki women about the service and supports available to them.

Report: Stolen Sisters – A Human Rights Response to Discrimination and Violence Against Indigenous Women in Canada, Amnesty International, 2004



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- The actions of police, including compliance with policies on the investigation of missing persons cases, should be subject to independent civilian oversight.
- Officers found to have failed to act on reports of missing women, or to have carried out biased or inadequate investigation of violence against women, should be subject to appropriate discipline.

Report: Final report of the Provincial Partnership Committee on Missing Persons, October 2007.

- Recommendation 9.1: The Saskatchewan Police Commission should review its current policy and work with all police agencies in Saskatchewan to develop and implement an overarching provincial Missing Person Policy for all municipal police agencies, and encourage the RCMP to adopt the policy in Saskatchewan.
- Recommendation 9.2: The Saskatchewan Police Commission should give consideration to incorporating the following standards in the policy:
 - 1. A missing person report must be taken immediately when information comes to the attention of police, regardless of the length of time the person has been missing or the location where the person went missing.
 - 2. A standardized specialized in-take form for recording a missing person report and a specialized investigative checklist should be used.
 - 3. A common assessment tool should be developed to help assess the priority of the investigation.
 - 4. Immediate investigation of missing persons in suspicious circumstances.
 - 5. Once it is established that a person is missing, the case will be entered on CPIC as soon as possible.
 - 6. Continued communication with the families of missing people.
 - 7. A media and public communications protocol for disseminating information about missing persons and requesting the public's help in locating a missing person.
 - 8. The police, upon identifying a chronic runaway situation, should develop approaches to link with other agencies to support appropriate intervention.
 - 9. All police forces should assign a police officer responsible for coordination of missing persons files and establish a backup process to avoid gaps in effectively responding to missing person reports.



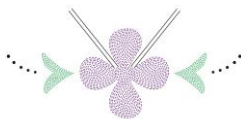
National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- 10. In order to effectively implement the above approach to recording and managing investigations on missing person cases, standardized training and practice guides should be developed.
- Recommendation 10: A process is required to ensure that all suspicious and at-risk missing person reported incidents (young children, medical, elderly, high risk life style) are fanned out to all relevant police agencies in the province immediately.
- Recommendation 11: Police should establish protocols with community agencies to provide a formal system to fan out “Missing Persons Information”.
- The provincial government should fund a caseworker pilot with a police service. This caseworker would work with the “found” missing person and their family to deal with the causes of the person going missing by discussing how to avoid future situations and linking the individual and/or family with available resources to deal with the underlying causes of the person going missing to try to avoid repeat situations

Highway of Tears Symposium Report, 2006

- Recommendation #6 - That the RCMP continue its official investigation, or inquiry, into the Aboriginal community’s assertions on the actual number of missing women



Theme 17: The need for properly resourced and accessible community and restorative justice measures.

Report: Aboriginal Justice Inquiry, 1991

Sentencing

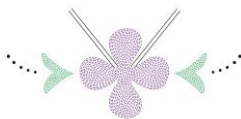
- Alternatives to incarceration appropriate to Aboriginal cultures be developed for Aboriginal women.
- The Portage Correctional Institution be closed.
- All women who are now sent to a federal penitentiary outside the province be permitted to serve their sentences in Manitoba.
- Culturally appropriate group homes be established in urban areas by Aboriginal women's organizations where urban Aboriginal women can serve any term of incarceration to which they may be sentenced, with access to programs of recovery from substance abuse, recovery from victimization and dependency, academic upgrading and training, and parenting skills.
- Aboriginal women living in isolated or rural communities be held in open custody facilities in their home communities. Such women would be free to attend to their families, to work or to obtain education during the day, to attend counselling sessions in the evenings, and remain in the facility each night until their sentence is served.
- The Milner Ridge Correctional Centre be converted to a co-correctional institution as a pilot project.
- When facilities for men and women are established near northern communities, Aboriginal women from the North be allowed to serve their sentences in the facility nearest to their home community.
- Arrangements be made for children to have frequent visits with their mother.
- Child and family service agencies provide necessary support to Aboriginal mothers in jail and their children to ensure that the family is kept together.
- Where children need to be taken into care following the incarceration of an Aboriginal mother, child and family service agencies make culturally appropriate foster arrangements for the children of such inmates.

Parole

- Aboriginal women be appointed to the National Parole Board.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- Funding be provided to Aboriginal women to establish a halfway house for Aboriginal female inmates.
- The National Parole Board give direction that release plans for female inmates with children pay close attention to the need for family reintegration, and in particular to living and income security arrangements required for family reintegration. We further recommend that the federal and provincial governments ensure that income and housing support programs be developed for released female offenders with young children, designed to facilitate family reintegration.

Aboriginal Youth and the *Young Offenders Act*

- *The police consider alternatives to the laying of charges in all cases involving Aboriginal youth and, when appropriate, exercise their discretion to take no legal measures or to take measures other than laying a charge.*

Police departments designate youth specialists and provide specialized training to all officers involved in the administration of the Young Offenders Act.

Section 56(4) of the Young Offenders Act be amended to remove the provision which allows young offenders to waive their right to have a parent or guardian present during questioning by the police.

- When a youth court judge denies bail, the judge consider releasing the young offender into the custody of his or her parents, or another responsible person, as contemplated by section 7.1(1)(a) of the Young Offenders Act.

The Ma Mawi Chi Itata Centre be given adequate funds and resources to expand its bail supervision program.

Aboriginal communities be provided with resources to develop bail supervision and other programs that will serve as alternatives to detention.

Accused youth who must be held in pre-trial detention be held in detention facilities in their own communities.

Young offenders be removed from their community only as a last resort and only when the youth poses a danger to some individual or to the community.

- The Young Offenders Act be amended to rescind those provisions which allow a youth to be transferred to adult court for trial.

If Parliament considers it necessary, the Young Offenders Act be amended to give youth court judges the option of imposing lengthier sentences on youth convicted of serious offences.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



If Parliament considers it necessary, the Young Offenders Act be amended to allow judges to order that the trial of youth be open to the public and the media in appropriate cases.

- The Young Offenders Act be amended to allow judges to designate the specific place of custody for young offenders.

The Young Offenders Act be amended to prohibit the mixing of closed custody facilities with open custody.

Open custody facilities and wilderness camps be established for Aboriginal youth throughout the province and, especially, in Aboriginal communities.

- The Young Offenders Act be amended to allow a judge dealing with a criminal case to commit a youth to the care of a child and family service agency as an alternative to incarceration or custody.
- Child and family service agencies be directed to continue to provide services to youth clients charged with an offence.

Child welfare and youth justice services be more fully integrated and coordinated so that all their services are available to young people charged with offences.

Youth probation for Aboriginal youth be made a part of the responsibility of Aboriginal child and family service agencies.

Diversion and Alternative Measures

- Adequate administrative and financial support be provided to youth justice committees.

The Young Offenders Act be amended to remove the provision prohibiting members of youth justice committees from being remunerated.

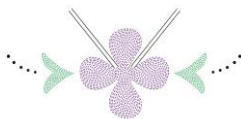
Manitoba's alternative measures guidelines be amended to allow any young offender to be referred to an alternative measures program. The police, lawyers, Crown attorneys and judges should consider such measures in every case.

The authority for the creation of alternative measures guidelines be shifted from the provincial government to the judiciary. The provincial government establish Aboriginally focused diversion and alternative measure programs which incorporate the following principles:

a) Aboriginal culture must be integrated into the program. Diversion schemes which involve the use of Aboriginal elders, peacemakers and other aspects of Aboriginal culture appear to have the greatest potential for success. In the context of Manitoba's urban Aboriginal communities, the program decision-makers could be drawn from the Aboriginal community within the urban environment.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- b) Judges must allow the community to become involved in sentencing but they must retain ultimate responsibility for sentencing.
- c) The program should attempt to involve all those who have a direct interest in the case, including the victim and the community.
- d) Programs should be able to accept referrals at any stage of the criminal justice process. They should also be able to accept referrals from the community before any charges have been laid and, if possible, before the authorities become involved.
- e) The community's respect for the program is vital. This means that one primary goal of the program must be to seek reconciliation and the restoration of peace in the community.
- f) The establishment of a range of innovative options that can be used by the decision-makers will be critical to the success of alternative measures programs based in Aboriginal communities. An appropriate plan for an Aboriginal youth might, for example, involve participation in an Aboriginality operated wilderness program, an education program, an employment training program, or a treatment program.
- g) Aboriginal supervisors from the community must monitor the disposition. The community must see sanctions that originate from, and are enforced by, the community, and not some outside force.
- h) These programs should be formally designated and recognized as Young Offenders Act programs so that their role has official recognition and official support.

Aboriginal Youth and the Justice System - General Issues

- Aboriginal communities throughout Manitoba be encouraged and adequately funded to develop crime prevention programs for youth, based on the development of a full range of employment, cultural, social and recreational opportunities.

The funding for the Northern Fly-In Sports Camp be firmly established and that the camp be expanded to provide its services to all northern Aboriginal communities.

- The Aboriginal Court Worker Program provide a court worker wherever Youth Court sits.

Report: FPT Justice Framework to Address Violence Against Indigenous Women and Girls, 2016

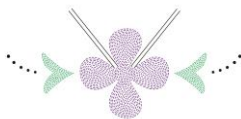
Priorities:

- Supporting Alternatives To Mainstream Court Where Appropriate And Effective

Report: Report of the Saskatchewan Indian Justice Review Committee, 1992



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



1.1 subject to community support, youth justice committees be established under section 69 of the Young Offenders Act to assist in the disposition of cases involving aboriginal young offenders. The membership and responsibilities of such committees would be developed through consultations between federal and provincial government departments and Indian and Metis organizations.

1.2 the Young Offenders Division of Social Services and Indian and Metis organizations undertake a joint review of support services to, and programs for, aboriginal young offenders to:

- ensure an appropriate level of aboriginal access to, and participation in, the formulation and delivery of young offender programming, and mediation/diversion programming in particular;
- encourage the participation of Elders in the delivery of all facets of young offender programming, cultural and spiritual teaching and counselling in particular;
- improve the delivery of crime prevention programming to aboriginal youth;
- identify ways to better serve the treatment needs of aboriginal young offenders in relation to substance, psychological, sexual and physical abuse;
- reduce the incidence of offences against the justice system (e.g., failure to appear, failure to comply with disposition) among aboriginal youth; and
- consider options for establishing holistic programs in aboriginal communities (those which focus on spiritual, emotional, psychological, physical and material needs of young offenders), including open custody facilities.

1.3 the Young Offenders Program Division of Social Services, in consultation with Indian and Metis organizations, implement an employment equity program to achieve greater aboriginal participation at all levels: a minimum target would be the percentage of aboriginal people in Saskatchewan, the optimum a percentage of aboriginal staff equal to the percentage of aboriginal youth served.

1.4 cross cultural and race relations sensitivity training be provided to all Young Offenders Program Division staff.

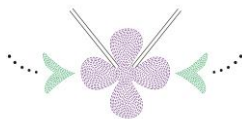
1.5 such training be provided to all new employees and on an ongoing basis in-service, and include a strong aboriginal component to familiarize participants with the history and contemporary situation of Saskatchewan Indian and Metis peoples.

1.6 Young Offenders Program administrators be trained to identify signs of racial intolerance and remedial training programs be provided to any staff exhibiting racist attitudes and behaviours.

1.7 where remedial training has not had its desired effect, appropriate disciplinary action should be taken.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



1.8 in consultation with Indian and Metis organizations, an Aboriginal Courtworker Program be established on a province-wide basis. Courtworkers would assist aboriginal youth (and adults) in conflict with the law to better understand and exercise their rights; enhance contact between accused and counsel; and serve as a liaison between accused and police, the courts, and young offenders programs (and corrections)

4.1 the federal and provincial governments, in consultation with Indian and Metis organizations, establish youth and adult mediation/diversion/reconciliation programs. Such programs should be culturally appropriate and embody a holistic approach to offender rehabilitation (that is, an approach sensitive to the spiritual, emotional, psychological, physical and material needs of offenders).

4.2 eligibility criteria for access to mediation/diversion programming be reviewed with an eye to encouraging greater aboriginal participation.

4.3 subject to community support, community justice committees be established for adult aboriginal offenders to parallel the activities of youth justice committees. Committee responsibilities might include advising on pre-sentence reports and sentencing, providing crime prevention and public legal education programming, and administering alternative measures.

4.4 Saskatchewan Crown Counsel be encouraged to exercise greater flexibility and creativity regarding pre-trial detention and when speaking to sentence in cases involving aboriginal offenders in order to reduce the use of pre-trial detention and incarceration, and increase the use of culturally appropriate alternative measures.

4.5 the Saskatchewan judiciary be encouraged to exercise greater flexibility and creativity in remanding and sentencing aboriginal offenders in order to reduce the use of pre-trial detention and incarceration, and increase the use of culturally appropriate alternative measures.

4.6 the Saskatchewan judiciary be encouraged to order pre-sentence reports in all cases where the accused is an aboriginal mother with dependent children in order to encourage consideration of alternatives to incarceration. In those instances where incarceration is warranted, to allow an opportunity for appropriate child care arrangements to be made.

Report: Commission on First Nations and Metis Peoples and Justice Reform, Saskatchewan

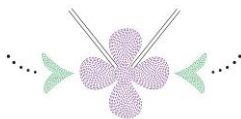
Recommendation 4.2 This Commission recommends the following immediate steps:

4.2.1 Funding be allocated by all levels of government to therapeutic resources with a First Nations and Metis focus, including: drug addiction, follow-up care, and healing initiatives.

4.2.2 That meaningful sentencing alternatives be developed by Saskatchewan Justice in cooperation with communities and Courts, to allow for intensive therapy involving Elders, healers, and supports for family, and that these sentencing alternatives have a First Nations and Metis focus.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Recommendation 4.3 This Commission recommends that the Aboriginal Courtworker Program be adequately resourced by the Government of Saskatchewan to meet their current mandate and consideration be given to an expanded mandate that will enable courtworkers to incorporate restorative support for those appearing before the Courts.

Recommendation 4.4 This Commission recommends that system generated charges be dealt with administratively as follows:

4.4.1 Youth who are subject to system generated charges and lower level offences be referred to Elder led community based teams to discern and consider ways meet the needs of the youth outside of the Courts.

4.4.2 Adults who are subject to system generated charges and lower level offences be referred to community teams to discern and consider ways to meet the needs of the individual restoratively, outside of the Courts.

Recommendation 6.9 This Commission recommends that a Therapeutic Court, preferably mobile, with the capacity to address issues such as alcohol and other addictions, fetal alcohol spectrum disorders, families in crisis and family violence, be immediately established and implemented in Saskatchewan and that new funding be provided specifically by all departments and levels of government, including First Nations and Metis governments, to facilitate an integrated response to the root causes of criminal behaviour

Recommendation 6.10 This Commission recommends that the Government of Saskatchewan continue to work with communities, in collaboration with the Government of Canada and First Nations and Metis Governments, to establish community justice programs which will qualify as Alternative Measures programs under S.717 of the Criminal Code of Canada.

Recommendation 6.11 This Commission recommends that:

6.11.1 An Aboriginal Liaison person (or other approved community designate) participate in the decision as to whether to refer any alleged criminal behaviour to the community Alternative Measures program.

6.11.2 The Aboriginal Liaison person (or community designate) have the ability to apply to the Implementation Commissioner's Office to review a decision whether to refer alleged criminal behaviour to Alternative Measures. The Implementation Commissioner's Office must have the authority to access all material relating to this decision, to review it, and to advocate for the reversal of the decision where appropriate.

Recommendation 6.12 This Commission recommends that the Government of Canada amend s.717(1)(e) of the Criminal Code of Canada and S.10.2(e) of the Youth Criminal Justice Act to read as follows: (e) the person accepts responsibility for their actions or does not contest the act or omission that forms the basis of the offence that the person is alleged to have committed.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Recommendation 6.13 This Commission recommends to the Government of Saskatchewan that all offences, whether Provincial Regulatory offences or Criminal Code of Canada, including spousal assaults and excepting homicide, be eligible for Alternate Measures.

Recommendation 6.14 This Commission recommends that all levels of government work towards the closure of incarceration spaces and divert resources thus saved to community-based alternatives.

Recommendation 6.15 This Commission recommends that adult correctional centres, youth custody facilities, and Correctional Service of Canada work cooperatively with community justice programs, Probation Services and the offender in the design and implementation of reintegration plans.

Recommendation 6.16 This Commission recommends that:

6.15.1 Where requested by the community, all levels of Government should assist in the establishment and funding of Community Justice Committees.

6.15.2 Members and employees of Community Justice Committees be appropriately remunerated.

Recommendation 6.17 This Commission recommends that a comprehensive list be created, and regularly maintained, of all community based justice services available by the Government of Saskatchewan. This list should be provided to all prosecutors, legal aid lawyers and private defense counsel.

Recommendation 6.18 This Commission recommends that a pre-charge screening process with community involvement be immediately implemented throughout Saskatchewan by the Government of Saskatchewan. As part of pre-charge screening, Crown prosecutors should be instructed specifically to consider whether the matter in question could be referred to a community-based justice initiative as an alternative to Court.

Recommendation 6.19 This Commission recommends that the Saskatchewan Legal Aid Commission create First Nations and Metis articling positions and actively recruit First Nations and Metis lawyers.

Recommendation 6.20 This Commission recommends that the Government of Saskatchewan provide a toll free telephone line where people can get reliable, up-to-date information on family law matters.

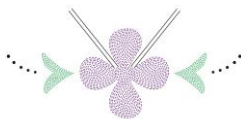
Recommendation 6.21 This Commission recommends additional funding be provided to Saskatchewan Legal Aid Commission to hire more lawyers and provide broader legal services.

Recommendation 6.22 This Commission recommends that a public education campaign be designed and implemented by all levels of Government directed at providing accurate information on the benefits of non-custodial alternatives to imprisonment and re-integration into the community.

Recommendation 6.23 This Commission recommends to Correctional Service of Canada, Saskatchewan Justice and Corrections and Public Safety, that access to cultural and spiritual programming, whether traditional or religious, be made more available to First Nations and Metis people who are incarcerated in Saskatchewan.



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



Recommendation 6.24 This Commission recommends to the governments of Canada and Saskatchewan that more resources be provided to community service providers to develop and operate programs designed that aid offenders with their transition into the community when they are released from prison institutions.

Recommendation 6.25 This Commission recommends to Correctional Service of Canada that, prior to a change in legislation, and given the healing nature of ceremonies, medical leave be granted to detained offenders to attend spiritual ceremonies outside the institution grounds for the purpose of healing if an offender has been involved in cultural programming in the institution, has the support of the Elders and Correctional Service of Canada, will be strictly supervised during the absence and has the support of the National Parole Board.

Recommendation 6.26 This Commission recommends that Pine Grove Correctional Centre continue and expand its work with community agencies to provide programming which addresses the distinct needs of women in prison institutions and that the resources be available for them to do so.

Recommendation 6.27 This Commission recommends that consideration be given by the Federation of Saskatchewan Indian Nations and Metis Nation - Saskatchewan to develop and deliver programs dealing with the effect of parental incarceration on children and the corresponding stresses of separation and reunification of families.

Recommendation 6.28 This Commission recommends to Corrections and Public Safety that plans for reintegration into the community be created as soon as youth are admitted to youth facilities.

Recommendation 6.29 This Commission recommends that all levels of government immediately design and implement a funding strategy to fully resource the provisions of the Youth Criminal Justice Act, particularly those provisions that address community supervision of youth.

Recommendation 6.30 This Commission recommends that the Government of Canada appoint additional First Nations and Metis persons as members of the National Parole Board.

Recommendation 6.31 This Commission recommends that an evaluation of probation and community justice services be undertaken to ensure such services are meeting the needs of individuals and communities.

Recommendation 6.32 This Commission recommends that the options of alternative measures, bail, probation and conditional sentences be employed instead of the use of remand and incarceration wherever possible.

Recommendation 6.33 This Commission recommends that Bail officers, Probation officers and Conditional Sentence Supervisors be scheduled so that their services are available on a 24-hour basis.

Report: Executive Summary: Connecting Our Spirits, 2015 Family Gathering of Missing and Murdered Indigenous Women and Girls



36. The Gladue report process has significant impacts on the families who have lost a loved one, and should be examined, and the punishment of offenders needs to be addressed.

37. The justice system has failed many of our women, and isn't supporting closure for the families. We need to address this as a community, in a traditional way. In all cultures, when you take someone's life, there are consequences to those actions, and we need to feel that cultural justice is done too.

Report: Those Who Take Us Away: Abusive Policing and Failures in Protection of Indigenous Women and Girls in Northern British Columbia, Canada - Human Rights Watch, 2013

- "Expand non-incarceration options for publicly intoxicated individuals, including sobering centers where medical personnel can provide appropriate care"

Report: First Nations Communities at Risk and in Crisis: Justice and Security - Journal of Aboriginal Health (academic article), 2009

- "Seek Comparable Funding for Preventative and Proactive Community Justice and Security Community Plans"

Report: Missing and Murdered Indigenous Women in British Columbia, Inter-American Commission on Human Rights 2015

- Specifically regarding Prince George, the IACHR urges the Canadian State to immediately provide a safe public transport option along Highway 16. (para 306)

Report: A Call for action, Summary Report, Native Aboriginal Women's Summit, 2009

- Aboriginal communities must be supported for the continued implementation and expansion of collaborative and cooperative Restorative Justice Approaches where this is appropriate and supported by the Aboriginal community.

Report: A Strategic Framework to End Violence against Wabanaki Women in New Brunswick, New Brunswick Advisory Committee on Violence against Aboriginal Women, 2008

- 43. Review various models across jurisdictions of restorative justice, First Nation tribunal and specialized court processes, and perpetrator interventions. This would be assessed by the Advisory Committee to determine their suitability and applicability to New Brunswick.

Report: The Aboriginal Justice Implementation Commission, 2001

- The Government of Manitoba consult with Aboriginal organizations with a view to creating regional, Aboriginal controlled probation services to serve Aboriginal communities, and



National Inquiry into Missing and Murdered Indigenous Women and Girls
Enquête nationale sur les femmes et les filles autochtones disparues et assassinées



- The Government of Manitoba seek to increase significantly the number of Aboriginal probation officers so that probation services to Aboriginal offenders are delivered primarily by Aboriginal probation officers.