

The Makimaniq Plan

2

A Shared Approach To Poverty Reduction

2017-2022



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Nunavut Roundtable For Poverty Reduction
Aullaqtirutaa **Nunavunmi** Niqikhaqaqnikkut Katimayiit
Table ronde pour la réduction de la pauvreté au **Nunavut**



ABOUT THE NUNAVUT ROUNDTABLE FOR POVERTY REDUCTION

The Nunavut Roundtable for Poverty Reduction is a forum for organizations that are committed to a shared understanding of poverty and a shared approach to reducing poverty in Nunavut. Overall leadership and direction for the Roundtable is provided by the Government of Nunavut and Nunavut Tunngavik Incorporated. Other members include Regional Inuit Associations, municipalities, non-government organizations, community groups, and businesses. The Roundtable also includes representative seats at each gathering for youth, elders, persons with disabilities, and persons with lived experience of poverty.

The purpose of the Roundtable is to support members to work together on the complex social issues related to poverty reduction. We believe that no organization has the capacity to comprehensively reduce poverty alone, but that together we can make significant strides toward reducing and ultimately eliminating poverty. By working together, sharing knowledge and resources, and coordinating our efforts, the organizations and people of Nunavut can respond to this complex issue.

CURRENT MEMBERS

Government of Nunavut
Nunavut Tunngavik Incorporated
Regional Inuit Associations
All Municipalities of Nunavut
Youth and Elders
Nunavut Housing Corporation
Nunavut Development Corporation
Nunavut Arctic College
Qaujigiartiit Health Research Centre
Ilitaqsiniq - Nunavut Literacy Council
Nunavummi Disabilities Makinnasuaqtiit Society
Qulliit - Nunavut Status of Women Council

Nunavut Law Society
Nunavut Economic Forum
Pulaarvik Kablu Friendship Centre
Iqaluit Community Tukisigiarvik Society
Ilisaqsivik Society
Arviat Community Wellness Centre
Cambridge Bay Community Wellness Centre
Embrace Life Council
Baffin Regional Chamber of Commerce
Nunavut Chamber of Mines
Arctic Cooperatives Ltd.
North West Company

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STATEMENT FROM THE CO-CHAIRS

On behalf of the members and participants of the Nunavut Roundtable for Poverty Reduction, we are pleased to present to you *The Makimaniq Plan 2: A Shared Approach to Poverty Reduction*.

We were asked to prepare a poverty reduction action plan. It was not to be a plan for government alone, or for Nunavut Tunngavik Inc., or for any single member of the Roundtable. Instead it was to be a shared plan.

At the heart of the plan is nearly five years of public engagement and collaborative work. The Nunavut Roundtable for Poverty Reduction has provided the space to join together our knowledge, our perspectives and ideas to support cohesive and holistic solutions to reduce poverty in Nunavut.

In the pages that follow, we offer an approach to poverty reduction that builds on our collective assets and that represents our communities' consensus on where action is needed.

While the government and Nunavut Tunngavik Inc. will play the most prominent roles in implementation, accountability for action on poverty reduction in Nunavut extends to the entire Roundtable membership. This includes municipalities and Inuit organizations, communities and businesses, non-governmental organizations and individuals, including those who struggle with poverty and its effects.

Since the launch of *The Makimaniq Plan* in 2011, Nunavut has created considerable momentum in its response to poverty. In May 2013, the Collaboration for Poverty Reduction Act described in detail for the first time the course of action the Government of Nunavut must take to ensure that its obligations under Article 32 of the Nunavut Land Claims Agreement are met with respect to poverty reduction. Adding to this momentum, is the work of the Nunavut Food Security Coalition, changes in housing policy, a plan to address homelessness, a working group on parenting, and a renewed emphasis on personal healing and well-being. The current public commitment to improvements in education, expansion of employment opportunities, and reform of the income assistance program will be key in continuing to strengthen our poverty reduction efforts.

Our political heritage, based on co-management, and our traditional values – especially *Piliriqatigiingniq/Ikajuqtigiinniq* – will support continued collaboration for poverty reduction and help us stay on the path to social progress. In this spirit, we present *The Makimaniq 2: A Shared Approach to Poverty Reduction*, with the certainty that this is the path to self-reliance and healing the root causes of poverty.

The Honourable Johnny Mike

Minister Responsible for Poverty Reduction,
Government of Nunavut

James Eetoolook

Vice-President and Chair,
Inuit Social and Cultural Development
Advisory Committee,
Nunavut Tunngavik Inc.

INTRODUCTION

In 2010, the Government of Nunavut and Nunavut Tunngavik Incorporated agreed to co-sponsor a public engagement process to create a poverty reduction action plan and form the Nunavut Roundtable for Poverty Reduction. In 2011, *The Makimaniq Plan: A Shared Approach to Poverty Reduction* was released, describing poverty reduction measures grouped in themes and actions faithful to the priorities identified in the public engagement process. *The Makimaniq Plan 2* is its successor.

The Makimaniq Plan 2 expresses Roundtable members' shared understanding of how poverty can be reduced in Nunavut. It identifies 8 long term outcomes to work towards in addressing the complex and overlapping challenges of poverty. It includes both the major steps needed to reach each outcome and proposed collaborative actions for Roundtable members over the next five years to accomplish these major steps.

At the heart of *The Makimaniq Plan 2* is the belief that to address the systemic causes of poverty in Nunavut, we must all work together more often and more effectively. The Inuit Qaujimagatuqangit principle *Piliriqatigiingniq* refers to working together well, motivated by shared values and goals and our care for each other. With a shared approach to poverty reduction, we will progress more quickly with our available resources and increase our momentum together.



The Definition of Poverty

There are two basic truths about poverty in Nunavut: first, poverty by any measure is more severe in our territory than anywhere else in Canada; second, poverty in Nunavut is a condition suffered primarily by Inuit.

These truths were confirmed in our conversations throughout the territory during public engagement on poverty reduction, and they are supported by research. The median income in Nunavut is less than \$25,000, the third lowest in Canada, and our cost of living is at least 30 per cent higher than the average Canadian's. As for our labour force and unemployment rates, for the 4,700 non-Inuit in the labour force in Nunavut there is virtually no unemployment, while the unemployment rate for the 16,400 Inuit in Nunavut's labour force is extraordinarily high, at 22.5 per cent.

We have heard from many Inuit that poverty did not exist in Nunavut prior to colonization. This belief was expressed not as part of a romantic vision of a traditional Inuit society of plenty; the same people spoke frankly and honestly about inequality, extreme hardship, and times of starvation prior to colonization and the establishment of modern settlements.


The conventional definition of poverty used in Canada and internationally is a formula of various states of inequity and unfulfilled need, conditions that were introduced in what is now our territory during the colonization process. Many of the indicators we use to measure the extent of poverty in Nunavut today are based in ways of living that emerged in the new settlements. For these reasons, and for many Inuit, poverty is associated with contemporary society.

In traditional Inuit society there was no wage economy. There was no formal school system, but there was a very well established education system of parents and grandparents passing knowledge along to children. There were no settlements. Inuit governed autonomously and were not subject to the policies of any government. Above all, Inuit were self-reliant and inter-dependent with others in their family group.

We conclude, therefore, that poverty in Nunavut is a condition of colonization. It is the broad outcome of the troubled shift from living with self-reliance and resourcefulness on the land to being settled in permanent municipalities where dependency on a money based economy and assistance from outside the community could not be avoided. This understanding, which emerged during the public engagement process, led to our emphasis in *The Makimaniq Plan* on healing, reconciliation, and empowerment as principal areas for action to reduce poverty.

Many Inuit today have successfully bridged two worlds – life on the land, and life in the settlements – but many others have not. Those who have not require more support to meet their basic needs, to acquire the knowledge and skills to live either a traditional or a modern way of life or a mix of both, and to participate fully and take leadership in the decisions that affect their lives.

Section 7. (2) of the *Collaboration for Poverty Reduction Act* requires the members of the *Nunavut Roundtable for Poverty Reduction* to develop a definition of poverty in Nunavut. The research report, *Understanding Poverty in Nunavut*, outlines three elements that are used internationally to measure poverty: financial poverty – not having enough income for basic needs (food, shelter and clothing); capability poverty – lacking the skills or health to meet their needs and participate fully in their community; and social exclusion – being excluded from economic, political or community opportunities as a result of barriers to participation. Building on this definition Roundtable members have developed the following definition of poverty for the *Makimaniq Plan 2*:



Poverty is a situation that exists today in Nunavut when people cannot access the supports they need to maintain their connection to the land or to participate fully in the wage-based economy.

A SHARED APPROACH TO POVERTY REDUCTION

Roundtable members have worked together to understand the interrelated challenges that cause many Nunavummiut, our communities, and our whole society to be impacted by poverty today. *The Makimaniq Plan 2* expresses a shared approach to overcoming these challenges together and rebuilding a strong foundation.

Through community engagement, we have identified the following 8 long term outcomes. They are all closely related, such that success in one area impacts other areas. The primary outcome is *Piliriqatigiingniq* (Working Together). This is the starting place for effective action and sustainable change.



Who needs to be involved?

- Nunavummiut
- Hamlets & community organizations
- Businesses and NGOs
- Regional Inuit Association
- Nunavut Tunngavik Incorporated
- Government of Nunavut (Cabinet and Minister Responsible for Poverty Reduction)

For success we need?

- Political will and leadership
- Citizen participation
- Multi-agency collaboration
- Mutual respect among government, NTI and RIAs
- Long-term commitment and stable funding
- Recognition that healing and wellbeing are essential for sustained changes
- Will to change relationships and system (not only programs)
- Program designs driven by respect for self-reliance and local capacity
- Learning from setbacks through perseverance, reflection, and encouragement
- Strong administration backbone for NRPR to support continued dialogue, momentum, and monitoring and evaluation

8 Long Term Outcomes

OUTCOME

1

Strengthened Foundation through *Piliriqatigiingniq* (Working Together)

Description

Our plan is underpinned with *Piliriqatigiingniq*—“working together toward our common goals.” To reduce poverty, we must work together more effectively and collaboratively. This will require strengthening our relationships and our ways of working together.

Many organizations and people are already addressing specific social issues with some success, but isolated interventions into single issues will not result in large-scale change. The root causes of poverty are systemic and involve our relationships with each other. The social issues related to poverty today are compounding and interrelated and therefore require coordinated responses.

We need to increase collaboration between service providers and citizens on a local, regional and territorial level. Many members have indicated the need to “take the best of both worlds” when speaking to the idea of collaboration. This means recognizing the importance of traditional means of sustenance and living in a modern society in hopes of reducing poverty in Nunavut.

By improving how we work together, we can pool our collective knowledge and resources more, strengthen consensus on complex issues and our goals, and coordinate our efforts well.

Major Steps Toward Strengthened *Piliriqatigiingniq* (Working Together)

1.1

More Adaptation to Inuit Ways

1.2

Better Collaboration Amongst the Government of Nunavut, NTI, RIAs, and Municipalities

1.3

More Collaboration Between Local and Territorial Service Providers

1.4

More Recognition of the Capacity of All Nunavummiut

1.1 More Adaptation to Inuit Ways

Many Roundtable members have said that the root cause of poverty is the difference between Inuit systems of governance and the model of governance we mainly use in Nunavut today. To address the historical imbalance of power between the two systems, we must apply Inuit ways within our territory's major organizations, programs, and services.

This will require open dialogue about the impacts of the massive social changes that have occurred in the last 60 years and how all Nunavummiut can move forward together. It will also involve increased understanding and application of Inuit ways at the individual level, as we work together to design projects, programs, and services.

1.2 Better Collaboration Amongst the Government of Nunavut, NTI, RIAs, and Municipalities

We need to improve the working relationships between the Government of Nunavut, NTI, the Regional Inuit Associations (RIAs), and municipalities. When these relationships are not working well, we lose energy and opportunities. These relationships can be strengthened by developing protocols for collaboration between senior staff, improving the everyday working relationships of staff from all organizations, and by maintaining forums for collaboration, such as the Roundtable, the working group of the Nunavut Suicide Prevention Strategy, and other inter-agency working groups.

1.3 More Collaboration Between Territorial and Local Service Providers

We need to increase communications, resource-sharing, and coordination of programs between all service providers, including between government departments and others involved in program planning and policy development at the territorial level. We also want to support long term collaboration between service providers at the local level by ensuring community interagency committees are strong and active.

1.4 Valuing the Capacity of All Nunavummiut

We need to increase our trust in the inherent capacity of individuals as experts in their own lives and build all programs, policies, and services on this trust. This is essential for changing our systems so they do not undermine self-reliance and empowerment. We need to strengthen the participation of people experiencing conditions of poverty such that their knowledge and experiences inform all of our actions.

Proposed Actions - Strengthened Foundation through *Piliriqatigiingniq* (Working Together)

PROPOSED ACTION	PARTNERS
1.1 Commit to an analysis of every new policy or program to show how well it is aligned with this plan and whether it could be adjusted to contribute more to our shared goals	Roundtable Members
1.2 Maintain and strengthen the Roundtable gatherings as an inclusive forum for working together	Co-sponsors and Secretariat
1.3 Improve communications with all Roundtable members and the public, including prompt distribution of reports after gatherings, regular website updates, and a quarterly newsletter	Secretariat
1.4 Support the work of Roundtable Working Groups on specific issues, such as the Inunnguiniq Working Group and the Nunavut Food Security Coalition	Secretariat, Roundtable and Working Group Members
1.5 Finalize and implement cooperative monitoring of poverty reduction indicators	Secretariat and Roundtable Members
1.6 Support collaboration between Community Liaison Officers and Government Liaison Officers and the convening or continuation of community interagency committees	GN and RIAs
1.7 Finalize protocol for Article 32 implementation , including guidelines for how senior government and NTI staff can best work together in the development of policies and programs and take concrete steps to strengthen the individual working relationships between staff from all organizations	GN and Inuit Social and Cultural Development Advisory Committee

OUTCOME

2

Increased Community Decision-Making

For self-reliance and sustainable change, we must all be involved in planning our direction, taking action, and monitoring results—not just the government, Inuit organizations, and other service providers. To involve more Nunavummiut, we need to strengthen the relationships between citizens and our systems of governance, such that our citizens can participate more in decisions that affect their lives and take action to meet their needs and goals.

Major Steps Toward Increased Community Decision-making

2.1

Increased and Improved Public Engagement

2.2

More Communication Amongst Nunavummiut, GN, NTI, and RIAs

2.1 Increased and Improved Public Engagement

To support self-reliance and community action in the long term, we need to develop all programs, policies, and services based on the belief that every individual is the expert in their own life and that every community knows its own needs and interests best. We need to support shared decision-making, inviting citizens and community groups to have more influence on the development and design of programs and services.

One of the ways we can do this is to increase and improve public engagement so that it is more than “consultation.” In Nunavut, we have a long history of consultations in which government and Inuit organizations present well-developed plans to the public for limited feedback, often after key decisions have already been made. We need to set a new standard based on the concept of community rights. We need to involve more community members in the design process directly, so they contribute to identifying issues and possible approaches. We are looking at ways to engage more Nunavummiut in contributing to final decisions, implementing actions, and monitoring progress. We strongly encourage Nunavummiut to attend and participate more in engagement sessions.

2.2 More Communication Amongst Nunavummiut, GN, NTI, and RIAs

Community members need information so that they can develop an understanding of all sides of an issue and the consequences of any decision. We need to increase the amount and quality of communications between Nunavummiut and municipalities and the organizations that serve them.

Roundtable members have identified barriers to communication with municipalities, such as regional and territorial organizational staff not knowing whom to contact in communities and the best ways to communicate. To communicate better, there is a need for building greater local capacity on using different communication tools, and to build conduits between community and organizations. Elected leaders and staff members of all organizations need to strengthen and maintain their networks around common issues.

Another major barrier to communication is insufficient communications infrastructure in some communities. For example, access to local radio is not consistent in some communities. Many people do not have reliable access to the Internet. Nunavummiut facing the greatest poverty often have the least access to information.

Proposed Actions - Increased Community Decision-Making

PROPOSED ACTION	PARTNERS
2.1 Establish a shared policy on “participation” to clarify our understanding of the obligations of Government and the rights of Inuit established by Article 32.2.1 of the <i>Nunavut Land Claims Agreement</i>	GN and Inuit Social and Cultural Development Advisory Committee
2.2 Use the Roundtable as a forum for Inuit and all Nunavummiut to participate meaningfully (not just be given information and asked if they have any questions) in the development, design, and methods of delivery of major policies, programs, and services related to poverty reduction	GN and NTI
2.3 Distribute regular updates on Roundtable activities and progress toward outcomes by internet, radio, and teleconference	Secretariat
2.4 Maintain an accessible and up-to-date website to share information on Roundtable activities, related projects by Roundtable members, and community initiatives	Secretariat
2.5 Use the results of recent public engagement when developing new policies and programs, such as by using <i>The Makimaniq Plan</i> and other reports	Roundtable Members
2.6 Support municipalities and community or regional organizations to establish or re-strengthen community radio and develop guidelines for broadcasting information from regional and territorial organizations	Municipalities, community organizations, Kitikmeot Inuit Association and Department of Culture and Heritage
2.7 Ensure that every community has sufficient public internet access	GN and Municipalities
2.8 Work with municipalities to establish communications guidelines to be followed by federal, territorial and Inuit organizations	Led by Inuit Organizations and Municipalities with support from GN

OUTCOME
3

Strengthened Local Economies

For long-term poverty reduction, we need to strengthen our local economies. Strong local economies provide not only increased work opportunities for individuals, but also contribute to resiliency, community cohesion, and overall wellness. Innovative local economic development initiatives can also contribute directly to other aspects of poverty reduction, such as community-based adult learning, employment transition opportunities, housing maintenance and production, and food security.

Roundtable members have said that jobs and job training are essential, but have also said there are many other important factors that contribute to long-term economic development in communities that we need to consider. Community economic development prioritizes increased sustainable business activity, led by local firms and benefits individuals, the community, and the territory. We need to focus on building a strong foundation for local economies that are driven by community members and that provide work opportunities that support our overall wellbeing in the long-term.

Major Steps to Strengthen Local Economies

3.1 Strengthened community economic development efforts	3.2 Greater alignment between economic development and wellness	3.3 Strengthened local NGOs and community groups	3.4 Increased access to childcare	3.5 More support for land-based livelihoods
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3.1 Strengthened community economic development

Community economic development is both social and economic development aimed at benefitting the community as a whole. Roundtable members have agreed that we need to strengthen and expand our current community economic development efforts by taking a more participatory and holistic approach.

We have a history of investing in economic development in our communities, such as through community-led economic development planning and the work of community Economic Development Officers. But, despite the continuing growth of our economy, Roundtable members have agreed that we must do much more to foster sustainable and vibrant local economies that contribute to the wellbeing of community members.

We can strengthen the relationship between Community Economic Development Officers and other government employees in each community with the goal of better coordinating the work for community sustainability. We can also strengthen the relationship between Community Economic Development Officers and regional offices to ensure the needs and interests of each community are reflected in the community economic development planning process.

We need to recognize the contribution non-governmental organizations and alternative business models make to economic development. We need to expand the range of initiatives we support under the economic development lens to include them. Strengthening local business activity not only helps to retain more wealth locally, but reinforces the connection between community economic development, community decision making, and poverty reduction.

For community economic development to be successful it must be rooted in the community, directed by the community and supported by the community.

3.2 Greater alignment between economic development and wellness

Economic development and overall wellbeing are closely related. To promote this connection, the Roundtable has called for community economic development planning to be aligned with community wellness planning.

We need more economic development projects that invest in strengthening the skills, knowledge, and wellbeing of community members to ensure that changes brought by economic growth contribute to sustainable local development.

The expansion of eligibility for economic development programs to include proposals that address one or more of the outcomes in this plan, is a way to connect economic development to poverty reduction.

3.3 Strengthened local non-governmental organizations and community groups

Formal and informal community groups are an essential part of vibrant local economies. They provide much-needed services and resources. They take action that responds directly to local needs and interests in ways that remote service providers cannot. They have strong local relationships that enable them to build on local assets and solve everyday challenges quickly. They contribute to increasing community capacity by strengthening skills, experience, and partnerships. They also bring additional funds into Nunavut and create jobs.

Because community-based organizations are essential for sustainable economic development and poverty reduction overall, supporting their work is a major part of the Roundtable's mandate. We want to provide more start-up support, capacity strengthening opportunities, and administrative support to community-based organizations and informal community groups. We also want to create opportunities for community groups to share knowledge, skills, and resources with each other.

3.4 Increased access to childcare

For Nunavummiut to be able to take advantage of opportunities for learning and work, we urgently need more childcare services, both daycare and after school care. We want to increase childcare services and accompanying early childhood education to invest in our children and to increase parents' ability to access learning and work opportunities. This barrier, identified in many Roundtable meetings, impacts not only parents who want to work but also employers, programs, and services overall that rely on a strong workforce.

There are ways in which we can address daycare needs in terms of infrastructure and policies, such as: including daycare space in government infrastructure projects; increasing the number of home-based daycares by allowing public housing residents to operate them out of their homes; providing subsidies that can be used in home-based daycares in addition to community daycares; partnering with businesses (especially mining companies) to build or support local daycares; and creating partnerships for the development of new buildings for daycare locations.

3.5 Increased support for land-based livelihoods

A continuing connection to the land is essential to our wellbeing. Equally important, as we heard from many Roundtable members, the ‘laws’ that govern our relationships with each other derive from the way of life on the land, and must be retained to ensure a healthy society.

Persons with land skills and the capacity to harvest country foods perform an essential job in our communities, but often remain unpaid. We must increase support to individuals whose vocation is hunting and harvesting, and to the Hunters and Trappers Organizations that provide the institutional support in our communities.

Some Roundtable participants have proposed that communities create employment positions for hunters who would be responsible for hunting and distributing country foods to those in need. The *Nunavut Food Security Strategy and Action Plan 2014-16* includes the objectives to support harvesters so they can pursue traditional livelihoods, help ensure that Nunavummiut who are most vulnerable to food insecurity are able to access country food, explore sustainable commercialization of country food, and improve community-based infrastructure that provides harvesters with places to store, prepare, share, and sell their harvests as appropriate. We support these objectives and efforts to implement them.

Proposed Actions - Strengthened Local Economies

PROPOSED ACTION	PARTNERS
3.1 Work with the Nunavut Economic Forum to ensure community economic development and poverty reduction are central to the Nunavut Economic Development Strategy and its implementation	Secretariat, Roundtable Members and Nunavut Economic Forum
3.2 Emphasize the expectation of support for community economic development when negotiating Inuit Impact Benefit Agreements with resource extraction companies	RIAs
3.3 Support training initiatives and certification for Community Economic Development Officers to ensure that all community Economic Development Officers across the territory have the required skills to realize the goals of their community economic development plans.	Roundtable Members and Nunavut Economic Developers Association
3.4 Support municipalities to ensure Community Economic Development plans are current, monitored and aligned with Roundtable poverty reduction outcomes	Roundtable Members and Municipalities
3.5 Revise the scope, eligibility criteria, and flexibility of community economic development funding programs, and advocate for increased funding to better support projects that include social outcomes, particularly for programs that target populations who face barriers to entering the labour force.	Roundtable Members

3.6	Strengthen our relationship with the Nunavut Economic Developers Association to develop a shared understanding of the impact and mutual benefits of our respective efforts.	Secretariat, Roundtable Members and Nunavut Economic Developers Association
3.7	Explore options to support the Nunavut Economic Developers Association continuing efforts to update and pilot their Community Economic Development (CED) Training Workshop in each municipality including the introduction of new additional poverty reduction modules.	Roundtable Members and Nunavut Economic Developers Association
3.8	Strengthen connections within the Department of Economic Development and Transportation with regards to decision making over Community Capacity Building funds to ensure community economic development remains rooted in the community.	Department of Economic Development and Transportation
3.9	Dedicate one Roundtable gathering to increasing support for local non-governmental organizations and community groups	Secretariat and Roundtable Members
3.10	Explore the option of establishing a territorial organization and increase resources to support non-governmental organizations in planning, managing administrative responsibilities, capacity strengthening, accessing funds, and building partnerships	GN and NTI
3.11	Create opportunities for community groups to gather and to share knowledge, skills and resources with each other.	Secretariat and Roundtable Members
3.12	Review application and reporting processes for program funding to make them more streamlined, efficient, accessible and long-term	Roundtable Members who distribute funds
3.13	Develop policies and procedures to govern the use of the Poverty Reduction Fund (established in the <i>Collaboration for Poverty Reduction Act</i>)	Secretariat and Roundtable Members
3.14	Identify and reduce barriers to establishing and operating daycares in our communities by collaboratively developing supports for infrastructure, governance and management needs	Roundtable Members and NTI
3.15	Explore collaborative and innovative approaches to combining early childhood development and improved socioeconomic conditions for parents	Roundtable Members and Inunguinig Working Group
3.16	Advocate for universal daycare as a measure to promote economic development	Roundtable Members
3.17	Review daycare subsidy programs to ensure daycare affordability is not a barrier for Nunavummiut who want to take advantage of learning or work opportunities.	GN and Inuit Organizations
3.18	Ensure that participation in the land-based economy remains an integral part of local economies.	Roundtable Members
3.19	Increase support for hunter mentorship and young hunter programs	NTI and GN

OUTCOME

4

Strengthened Support for Healing and Wellbeing

Many participants have said that we will not be able to reduce poverty at all if we don't focus on the restoration of our emotional and spiritual wellbeing. This has been one of the most prominent issues raised throughout the work of the Roundtable. Participants have consistently emphasized the need to increase support for healing and wellbeing—not only for individuals, but also for families, communities, and our society.

We are recovering from collective trauma as a result of the massive social changes in the last 60 years, regaining our collective confidence in the capacity of Inuit ways of knowing and being and our confidence in ourselves and other Nunavummiut as competent community builders. Healing and wellbeing are part of the foundation for “makimaniq,” our rising up together, and will support progress in all other areas for action.

Many Roundtable participants have emphasized that wellness is a lifelong journey and not a fixed destination. The steps we must take toward healing and wellbeing require on-going effort over our lifetimes. As we strive to be well and support others to be well, we become stronger collectively and we are more capable of success in all other areas.

Special Emphasis on Community-based Solutions

The journey of healing and wellbeing requires contributions from all Roundtable members, but needs to emphasize community priorities and community-led initiatives. For each of the major steps listed here, we need improved design and delivery of programs and services from government and Inuit organizations. We also need to recognize and build on the capacity within communities to contribute to each of these steps, by supporting community-led initiatives, wellness planning, and informal community support systems.

Major Steps Toward Strengthened Support for Healing and Wellbeing

4.1

Strengthened Support for Individual and Family Wellbeing

4.2

Strengthened Support for Community Wellbeing

4.3

Strengthened Support for Societal Reconciliation

4.1 Strengthened Support for Individual and Family Wellbeing

To support increased individual and family wellbeing, we need to increase supports for individuals to overcome addictions and past traumas to strengthen identity and self-esteem. We also need to increase supports for family reconciliation so that families can strengthen relationships and recover from past traumas.

We need to make more support available in many forms to suit diverse needs. Many Roundtable members called for strengthening formal services and ensuring that we have a treatment framework that involves understanding, recognizing, and responding to the effects of trauma. Roundtable members have identified a need to increase the availability of formal services overall, including primary care, drug and alcohol counselling, family therapy, and other supports. Roundtable members have consistently said we need residential addictions treatment services in Nunavut and follow-up care in home communities with individuals and families. Roundtable members have also said we need to strengthen our community justice processes and community-led responses to family violence and ensure that our justice system is designed to recognize and support mental health needs.

Roundtable members also called for increased availability of holistic learning programs for wellbeing and learning, such as culture-based and land-based skills development programs, for individuals of all ages and families, recognizing the fundamental links between cultural identity, community relationships, skills development, and wellbeing. Roundtable members have consistently voiced their belief that such programs are the foundation of increasing healing and wellbeing and can also contribute to other major outcomes toward poverty reduction, including increased education and skills development and increased food security. We know these programs work for participants. To have a large-scale impact, we need to support the delivery of more of them.

4.2 Strengthened Support for Community Wellbeing

Community wellbeing is about strengthening relationships in our communities. It is also about supporting community-driven initiatives for healing, wellbeing and reconciliation, strengthening our community identity and capacity to take action to reach our visions.

Part of strengthening community wellbeing is about ensuring our communities have sufficient gathering spaces and resources for feasts, recreation, and community-led programs. Roundtable members also want to have a wellness centre established in every community. Many have suggested reclaiming boarded up buildings or using spaces that are vacant after office hours.

Roundtable members strongly agreed that there are many resources within communities to support individual and community wellbeing that could be mobilized even more by making funding easier to access and investing in strengthening the capacity of community groups. Roundtable members have also said we should support each community in Nunavut to develop comprehensive wellness plans.

4.3 Strengthened Support for Societal Reconciliation

Societal reconciliation involves rebalancing the power and increasing harmony between Inuit and non-Inuit ways of being. This requires strengthening our mutual understanding and ability to work and live well together. Many participants have said that the only path to long-term poverty reduction is the path of healing and collaboration, such that we can take “the best of both worlds” and build on our shared resources. This will require much greater respect for and understanding of Inuit ways of knowing and being by non-Inuit. Many of actions proposed to support the first three areas of action in this plan (*Piliriqatigiingniq* - Working Together, Community Decision-making, and Local Economies) will contribute to societal reconciliation in our systems of governance and everyday operations. In recent years, more formal processes have also contributed to societal reconciliation, such as the Qikiqtani Truth Commission.

Proposed Actions - Strengthened Support for Healing and Wellbeing

PROPOSED ACTION	PARTNERS
4.1 Support community-led wellness work:	
a. Dedicate one Roundtable gathering to community-based healing and wellness initiatives	Secretariat and Roundtable Members
b. Create website space to document promising practices in community-led initiatives	Roundtable Members
c. Facilitate the creation of wellness plans for every community in Nunavut.	GN, NTI and Roundtable members
d. Explore options for making existing spaces more available to community groups for evening and weekend use	Roundtable Members, GN and Municipalities
e. Seek resources to strengthen and support the establishment of wellness centres and youth centres in all communities	Roundtable Members
f. Increase support for Elders who work as counsellors informally in the community	Roundtable Members
4.2 Advocate for the establishment of a substance abuse treatment centre in Nunavut	Roundtable Members
4.3 Support the implementation of initiatives in the Nunavut Suicide Prevention Strategy	Roundtable Members
4.4 Identify and support mental wellness projects that would help agencies and departments work together more and better coordinate services.	Roundtable Members
4.5 Support a continuum of community centred family violence services; prevention, intervention, and on-going support services in which community authority, input, and resources are utilized in program design and delivery.	Roundtable Members
4.6 Hold community meetings on disability to build partnerships between territorial and municipal stakeholders, reach out to persons with disabilities, and amplify the collective voice of persons with disabilities in Nunavut	GN, Inuit Organizations, Nunavut Disabilities Makinasuaqtiit Society and Municipalities
4.7 Increase support for community-led justice interventions , including increased resources and capacity development for community justice committees	GN, Inuit Organizations and Wellness Centres

4.8

Strengthen partnerships between Mental Health and Corrections with the view of increasing resources and improving programs and services for those who enter the criminal justice system.

Department of Health – Mental Health and Addictions and Department of Justice – Corrections

4.9

Strengthen relationships and collaboration between **community paraprofessional Inuit counsellors and clinical counsellors:**

a. Explore options to create more **integrated service settings** in which community paraprofessional Inuit and clinical counselling services are available together, along with culture-based personal development programs (such as at Tukisigiavik, Pulaarvik, and Ilisaqsivik)

GN, Inuit Organizations, Municipalities and Community Groups

b. **Research and publicize** more information about community paraprofessional Inuit counselling practices and Inuit ways of wellness

Roundtable Members

c. Include **Elders** in community interagency committee meetings

Municipalities

OUTCOME
5

Strengthened Life-Long Learning

All Roundtable members strongly agree that increased opportunities and support for learning across the life span are essential for poverty reduction. Participants have emphasized equally our need to strengthen formal education outcomes, core skills such as literacy and computer use, *and* IQ-based skills, knowledge, and values. In public engagement workshops, participants frequently expressed hope that we will soon see more Nunavummiut graduating from high school and transitioning into higher education, the workforce, and leadership roles in our society. Participants also expressed strong hope that more young Nunavummiut will develop skills, knowledge, and values based in *Inuit qaujimajatuqangit*, such that they have a strong personal foundation and can reach their goals. Participants have strongly linked IQ-based learning with increased wellbeing and our overall capacity to be self-reliant as individuals and as a society.

To achieve better learning outcomes in all areas, much effort is needed from service providers, communities, families, and individuals. We need to improve our attendance and graduation rates in all learning programs. There is also a need to strengthen our formal education system, including K-12, high school completion options, and post-secondary. We also need to increase support for learning outside of formal schooling, including in our workplaces, communities, and families.

Focus on Language, Including Literacy

Our need to strengthen language skills, including literacy, was raised in all Roundtable gatherings. We need strong language skills in our official languages to succeed in education and employment. Strong language skills in Inuktitut have proven to contribute to overall wellbeing, intergenerational and community relationships, and the transmission of skills, knowledge, and values, including the core life skills that young people need to live well. Language skills development starts at birth and our language needs change throughout our lives. So, this is an issue that we need to work on together, with involvement from schools, families, communities, workplaces, and across the lifespan.

Major Steps Toward Strengthened Life-long Learning

5.1 Strengthened Inuit Qaujimajatuqangit	5.2 Strengthened early childhood development and Inunnguiniq	5.3 Improved K-12 Outcomes	5.4 Strengthened Adult Learning
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5.1 Strengthened Inuit Qaujimajatuqangit

We appreciate that strengthened Inuit Qaujimajatuqangit can contribute to improved core life skills and wellness, including strong personal and cultural identity, and the ability to thrive in our environment. This strength also contributes positively to our relationships in our families and communities, to our collective capacity, and to self-reliance. We want to increase the number of learning programs designed on the basis of Inuit Qaujimajatuqangit such as land-based programs, men's and women's groups, healing and leadership camps, and life skills programs. We want to strengthen our family and community relationships and our parenting skills to better support knowledge transmission overall.

5.2 Strengthened early childhood development and Inunnguiniq

We believe that strengthening early childhood development is one of the most important steps we can take to reduce poverty for the next generation. Inunnguiniq and early childhood development are strongly affected by healing and wellbeing, reconciliation, food security, and housing but we can also take direct steps to strengthen early childhood development in the next five years.

We want to greatly increase access to and participation in quality formal inunnguiniq and early childhood development programming that supports learning before children enter K-12. We need to strengthen the capacity of our community organizations to provide community-based inunnguiniq and early childhood development programming.

We also want to support caregivers more, especially young parents, as they are their child's first and most important teacher. We want to establish more programs and services that support "two-generation learning," programs in which parents and children learn together, such as family literacy programs.

5.3 Improved K-12 Outcomes

We must strengthen our K-12 education programs and upgrading programs for high school completion. Many participants have said that we need to make schools more inviting, accessible and engaging for youth. The Roundtable sees formal education as an opportunity to further learning and career development for Nunavummiut, which will contribute to the reduction of poverty.

Many participants have also said that we need to explore alternative learning methods to address the many challenges that young learners face. Some alternatives might include: more land-based programming; applied learning that integrates literacy and other core skills into other subjects that interest learners; co-op student work placement programming; work readiness programs; more life skills programming, including nutrition, parenting, budgeting, and personal development; and, holistic learning and leadership programming like Nunavut Sivuniksavut.

To improve K-12 outcomes, we also need school staff, families, and communities to work together more, creating circles of support around young learners. We also need to ensure that all students are equipped to learn - well rested, physically healthy, and well-fed - so that they are able to fully participate each day.

5.4 Strengthened Adult Learning

Throughout the public engagement process, participants talked about barriers to employment and the need for workforce development. We want to develop more opportunities for workplace-based education and workplace mentoring. We believe that our workplaces are rich and welcoming spaces for learning. We also want to develop more opportunities for the delivery of pre-employment services. Career counselling, workplace readiness programs and job search skills workshops are key learning opportunities that support transition to work and workforce participation.

We also support the development and delivery of more culture-based adult learning programs that teach traditional skills in conjunction with literacy skills and personal development. We have seen success with several made-in-Nunavut programs like this, which often function as transitional programs.

Many participants also referred to the *Nunavut Adult Learning Strategy* (NALS), which was created collaboratively by the Government of Nunavut, NTI, and other stakeholders in 2006. NALS was built on strong consensus and is still relevant today. It provides a comprehensive map of our adult learning needs, including not only workforce development and culture-based programming, but also increased access to literacy development and more flexible programming.

Proposed Actions - Strengthened Life-Long Learning

PROPOSED ACTION	PARTNERS
5.1 Develop initiatives that support the Nunavut Adult Learning Strategy	Roundtable Members
5.2 Improve child care and early childhood development programs and policies by incorporating a “two-generation” approach , pairing adult learning and early childhood learning	Roundtable Members
5.3 Explore options for increasing delivery of “two-generation” learning programs (programs that involve parents and children learning together), such as family literacy programs, nutrition and cooking programs, and culture-based programs	Roundtable Members and Inunnguiniq Working Group
5.4 Participate in the development of a comprehensive early childhood development plan	Department of Education and NTI
5.5 Explore options for increasing non-formal learning programs for youth and adults such as culture-based programs, media programs, and other programs outside of the classroom	Roundtable Members
5.6 Explore options for increasing the incorporation of IQ principles in existing community programs, and explore strategies for increasing support in communities for programs developed on the basis of IQ.	Roundtable Members and Department of Culture and Heritage

5.7	Support workforce development by better connecting career development services with frontline service providers	Roundtable Members and Department of Family Services
5.8	Support workforce development by exploring new opportunities for workplace education, workplace mentoring, and career development.	Roundtable Members and Department of Family Services
5.9	Support workforce development by identifying local labour market opportunities through effective labour market information.	Roundtable Members and Department of Family Services
5.10	Support workforce development by enhancing the employability of persons with disabilities and increasing employment opportunities for persons with disabilities.	Roundtable Members Department of Family Services and Nunavut Disabilities Makinasuaqtiit Society

OUTCOME

6

Increased Food Security

“No more hunger” was a sentiment expressed in almost all visioning documents created in Roundtable events in 2011. The 2007-2008 Inuit Health Survey reported that nearly 70 per cent of Inuit households in Nunavut are food insecure. Nunavummiut experiencing poverty and homelessness face many barriers that limit their food choices. Everyone in Nunavut experiences the impacts of food insecurity in some way. Food insecurity directly impacts health and wellbeing. It increases the risk of chronic disease, impacts mental health, and lowers learning capacity. Food insecurity also impacts our overall social stability, cultural integrity, and economic development.

We want our society to be food secure. Being food secure would mean that at all times we would all have physical and economic access to sufficient, nutritious, and culturally-relevant foods, including healthy store-bought foods and sustainable country foods.

Major Steps Toward Increased Food Security

In 2012, the Roundtable established the Nunavut Food Security Coalition as a working group to develop a comprehensive food security strategy and action plan. It includes government departments, Inuit organizations, non-governmental organizations, and the private sector.

The *Nunavut Food Security Strategy and Action Plan 2014-16* was released in May 2014. The strategy includes six themes and detailed actions for each theme. The Roundtable fully supports the conclusions of the Nunavut Food Security Coalition and has adopted the six themes here. The full *Strategy and Action Plan* is available on the Coalition’s website at www.nunavutfoodsecurity.ca.

6.1

Increased Consumption of Country Food

6.2

Increased Access to Nutritious Store-bought Food

6.3

Increased Local Food Production

6.4

Strengthened Life Skills

6.5

Increased Support for Programs and Community Initiative

6.6

Improved Policy and Legislation

6.1 Increased Consumption of Country Food

Country food has excellent nutritional value, is very important culturally, and contributes to strong, sustainable, and self-reliant communities. To promote country food as a foundational food for Nunavummiut, we must increase support for harvesters, promote the continuation of food-sharing networks, and assist community members in improving community-based infrastructure, such as community freezers. We must ensure that Nunavummiut who are most vulnerable to food insecurity are able to access country food. Members of the Nunavut Food Security Coalition are also exploring options for the commercialization of country foods and continuing to address wildlife sustainability.

6.2 Increased Access to Nutritious Store-bought Food

Store-bought food is a major part of our diets today and has a significant impact on our well-being. Unhealthy food has a major impact on wellbeing and health. We need to increase the accessibility and affordability of nutritious foods, ensuring that our food supply chains maximize nutritional and economic value for Nunavummiut. We also need to increase our food skills and change our food choices. To support these changes, members of the Nunavut Food Security Coalition have committed to: building partnerships with retailers to address accessibility and affordability; reviewing the overall food supply chain; tracking costs of food in all communities; and, promoting healthy food choices.

6.3 Increased Local Food Production

Many Nunavummiut have proposed increasing local production of foods not traditionally produced in Nunavut. This would require exploration and innovation. We can learn from successes in other northern jurisdictions with greenhouses, composting systems, farms, fisheries, and bakeries. Members of the Nunavut Food Security Coalition have committed to: supporting innovative research and projects; exploring options for local food production that are financially and operationally viable; and, sharing information to increase individuals' skills and knowledge to produce food in communities.

6.4 Strengthened Life Skills

We need to increase our ability to improve our food security as individuals by strengthening life skills. This includes skills and knowledge related to country foods and store-bought foods, such as harvesting, preparation, storage, nutrition, and food budgeting. It also includes core skills, such as language, literacy, and numeracy, which are essential for long-term food security and poverty reduction overall. Members of the Nunavut Food Security Coalition are committed to: increasing programming, including more core life skills development in existing programs, and strengthening the working relationships between the many people involved in life skills development.

6.5 Increased Support for Programs and Community Initiative

Community initiatives, such as breakfast programs, soup kitchens, and food banks, currently play a critical role in supporting food security in communities. Such initiatives improve access to food for those who are most vulnerable to hunger. Members of the Nunavut Food Security Coalition are committed to: increasing and strengthening these initiatives; strengthening the capacity of community groups involved in food security; and, enhancing and extending school nutrition programming so that all children have access.

6.6 Improved Policy and Legislation

Food security is impacted by several areas of policies and legislation, including housing, income assistance, education, training, employment, and transportation. Members of the Nunavut Food Security Coalition are committed to changes in these areas to ensure a strong social safety net that promotes food security.

Proposed Actions - Increased Food Security

PROPOSED ACTION	PARTNERS
6.1 Evaluate the Nunavut Food Security Coalition's <i>Nunavut Food Security Strategy</i> and <i>Action Plan 2014-16</i> for collaborative processes and overall impact	Nunavut Food Security Coalition
6.2 Develop a renewed <i>Action Plan</i> beyond 2016, including any recommendations from the evaluation	Nunavut Food Security Coalition
6.3 Seek sustainable funding to support the Nunavut Food Security Coalition beyond 2017	GN and NTI
6.4 Establish a relationship with the Nutrition North Canada Advisory Board to ensure the maximum benefit of the program for Nunavummiut	Nunavut Food Security Coalition

OUTCOME

7

More Supportive Income Assistance Program

Over half of Nunavummiut rely on an income assistance program. For many of us, income assistance is our primary income. It is a very small income and we struggle each month to meet our basic needs with it. For some of us, we need an income assistance program to supplement other income, such as our employment income or old age pension, to make ends meet. Collectively, we depend on these programs more than people do in all other regions of Canada.

We need to meet our basic needs in the short-term to be able to engage in long-term, sustainable changes. But, many Roundtable participants have expressed concern that the current policies and programs, especially in conjunction with public housing policies and systemic barriers to employment, also contribute to a “poverty trap” for those who need to access it. We believe the system can be restructured to better support our overall wellbeing and increased self-reliance.

Major Steps Toward an Improved Income Assistance Program

7.1

Reformed Programs to Better Support Self-reliance

7.2

More Information and Public Engagement

7.3

Increased Resources and Capacity to Support Change

7.1 Reformed Programs to Better Support Self-reliance

Roundtable participants have called for a review of the income assistance program overall, including how it interacts with other factors related to poverty. Many Elder participants have expressed concern that the programs are undermining young people’s capacity for self-reliance. Many social assistance recipients are close to making a transition to school, employment, or other personal developments, but face multiple barriers.

We envision a program that can better support individual development and help more of us to set and achieve our goals. We want to review how much can be earned before it is deducted and other changes that would benefit individuals returning to work. We also want to work collaboratively to develop additional supports for individuals transitioning to work, partnering with employers to provide targeted support and training for new employees and with non-governmental organizations that may have a role to play in workforce support and development.

7.2 More Information and Public Engagement

The Roundtable shares a strong consensus that the Income Assistance Program needs to change. We need a shared vision for our income assistance program. We need to decide together how we want to improve this large program that impacts our entire society.

To do this, we need more information about the existing programs and underlying concepts. Increased collective understanding of the overall objectives of the income assistance program will benefit all stakeholders, including social assistance recipients, workers, and service providers from other

agencies. We also need comprehensive public engagement that includes those of us who are using the programs, those who have transitioned from the programs to school or employment, and those who are involved in delivering the programs.

7.3 Increased Resources and Capacity to Support Change

During the public engagement process of 2011, it was also clear that the programs themselves face many challenges, including limited resources and staff capacity. Many participants had observed the difficulty and emotional stress income assistance workers experience. Many income assistance workers who participated in Roundtable events described wanting to be able to support recipients more, by, for example, building skills on how to manage from cheque to cheque and how to manage work and housing transitions, but that they have to spend most of their time on administration. To develop and support any substantial changes to the existing program, the Department of Family Service’s Income Assistance Division will require increased resources and capacity.

Proposed Actions - More Supportive Income Assistance Program

PROPOSED ACTION	PARTNERS
7.1 Work towards implementing the reforms identified in the June 2016 Income Assistance review report including:	GN and NTI
a. Review the levels of earnings exempted from “claw-backs” to increase incentive to transition to paid work;	Department of Family Services
b. Review the community-specific food rates in the social assistance formula to ensure they meet current costs of nutritious market foods;	Department of Family Services
c. Better connect career development officers and income assistance officers.	Department of Family Services
7.2 Work together on income assistance and public housing to ensure that programs are complementary	Department of Family Services and NHC
7.3 Develop, implement, and evaluate pilot conditional cash transfer programs for specific productive choices with input from the Roundtable	Department of Family Services
7.4 Advocate for a review of minimum wage to ensure it reflects the high cost of living in Nunavut and contributes to an incentive structure to leave welfare for employment	Roundtable Members
7.5 Advocate for income supplementation and income replacement programs to be indexed to the cost of living.	Roundtable Members

OUTCOME

8

Increased Access to Housing

Access to adequate housing affects our health and wellbeing, food security, and our ability to access opportunities for learning and work. Many of us live in overcrowded conditions or do not have access to stable housing. This compounds other challenges we face and undermines many people's efforts to make transitions in their lives. Inadequate access to housing means that we often make major life decisions based on getting or keeping housing, rather than on other important needs, such as personal development, education, and work. Sometimes limited housing options make it nearly impossible for some of us to leave unsafe conditions and have autonomy over our daily lives.

Over half of our population lives in public housing and, in most communities, we have few other options. Like the income assistance program, our public housing system has a major impact in our society and we rely on it more than any other jurisdiction in Canada. We need to work collaboratively to support increased access to housing that is affordable and meets our diverse needs.

Major Steps Toward Increased Access to Housing

8.1
Increased quantity and variety of housing options

8.2
More public engagement on housing

8.3
Increased skills and knowledge related to housing

8.4
More emergency and transitional shelters and support housing

8.1 Increased quantity and variety of housing options

The most obvious need is to increase the quantity and variety of housing units available across Nunavut. According to the Nunavut Housing Corporation, in 2009-10, we needed 3580 more housing units than we had. And, we need approximately 90 more units every year to keep up with population growth. With our current resources, we are not even able to keep up with population growth each year, let alone address the existing housing gap.

Roundtable members have agreed that a holistic approach is needed as well as support for the Nunavut Housing Corporation's focus on strengthening our "housing continuum." This would mean increasing not only the *amount of housing available* but also *the types of housing available* and *better coordinated transitional support*, so that more of us can transition from public housing to other types of housing, such as rental units and home ownership. This would require careful planning over many years and greatly increased coordination between the many organizations and individuals involved in our whole housing system. The Nunavut Housing Corporation is developing a comprehensive plan for such coordination and will seek input and call on the Roundtable for support on this work.

8.2 More public engagement on housing issues

We believe that we need to increase public awareness and dialogue about many aspects of housing in Nunavut, including the history of public housing and community settlement, promises made by the federal government and how those promises still affect us today, and the development of a shared, long-term vision for housing.

Increased public engagement on housing issues would support increased collaborative solutions. This could include strengthened partnerships between the Nunavut Housing Corporation, other government departments, Local Housing Organizations, public housing tenants, municipalities, Inuit organizations, employers, and private sector stakeholders such as landlords, contractors and developers.

We have difficult decisions to make about how to use the currently limited resources we have available for housing. These decisions affect our whole society. We need to strengthen consensus about how to best use our resources, such as what types of housing should be prioritized and how they should be managed. We need to work together to create new solutions to meet our needs.

8.3 Increased Skills and Knowledge About Homes

Many Roundtable members said that we need to increase our overall skills and knowledge about homes, including home maintenance and financial literacy to manage housing more confidently. This could include dealing with arrears, disrepair and could also prepare more people to transition from public housing to other options.

Many Roundtable members also envision combining adult learning programs with housing construction, engaging more community members in supportive work programs that create employment and contribute to our housing needs. We need to better support youth and adults who are interested in the trades so that more people can find employment with local construction projects and succeed in Nunavut Arctic College's pre-trades and trades programs.

8.4 More emergency shelters and transitional and support housing

To further strengthen our housing continuum, we need to support the development of more emergency shelters, transitional housing, and supportive housing options. A coordinated system of care consisting of a range of support services is needed to assist people who are vulnerable to unsafe conditions.

We need to work together to determine how we can best meet the specific housing needs of vulnerable groups in our society, including people escaping family violence, people facing mental health issues, people with disabilities, Elders and youth and young adults transitioning out of care arrangements.

Proposed Actions - Increased Access to Housing

PROPOSED ACTION	PARTNERS
8.1 Dedicate one Roundtable gathering to increased availability of and access to affordable and suitable housing	Secretariat and Roundtable Members
8.2 Investigate the history of and long-term vision for housing in Nunavut	NTI and QIA
8.3 Implement the GN's Housing <i>Blueprint for Action</i>	GN and NTI
8.4 Strengthen interdepartmental collaboration on public housing, income assistance, and other programs that comprise our social safety net in harmony with the GN's Housing <i>Blueprint for Action</i>	GN
8.5 Implement the <i>Framework for Action for Nunavut's Absolute Homeless</i> in coordination with the GNs Housing <i>Blueprint for Action</i>	Department of Family Services and NHC
8.6 Explore options for non-formal, community-based learning programs for youth and adults that support skills and knowledge development related to housing, work opportunities, and increased access to trades	NHC and Nunavut Arctic College
8.7 Increase support for home ownership by increasing administrative supports , including access to home inspection services and information about the housing market	Roundtable Members and NHC
8.8 Examine how to increase homeownership in Nunavut	Roundtable Members and NHC
8.9 Develop and offer tools and programs to encourage and increase knowledge of home maintenance such as maintenance guides, tool banks and incentive programs.	Roundtable members, NHC

ARE WE REDUCING POVERTY?

The *Collaboration for Poverty Reduction Act* requires that indicators of poverty reduction be developed and that we monitor them. Our shared approach to poverty reduction is based on the achievement of 8 long term outcomes. Roundtable members have worked together to identify the kinds of changes needed to reach these outcomes and the particular indicators that will show us to what extent these changes are occurring.

The Act also outlines the requirement to monitor whether budget measures, programs, policies and initiatives of the Government of Nunavut are consistent with *The Makimaniq Plan II*.

Data Collection Plan

In order to monitor the indicators, we will implement a data collection plan which has two elements: (1) consolidating existing data that Government of Nunavut Departments and other agencies already collect; (2) filling data gaps by undertaking community-based monitoring and engaging Roundtable members in focus groups and surveys.;

The performance measurement framework will incorporate new and better data sources for each indicator as they become available. In other words, the indicators we want to measure will stay the same, but how we measure each indicator can improve over time.

Our shared data collection plan will show each indicator, its measurement, the baseline for the indicator, the data source, how often we will collect the data, and who is responsible for producing the data.

The Secretariat will consolidate data on all of the indicators and report annually to the Roundtable.

Proposed Indicators of Progress

The table below presents the outcomes, proposed outcome indicators, and potential measurements for each indicator.

OUTCOMES	INDICATORS	POTENTIAL MEASUREMENTS
1 Foundation through strengthened Piliriqatigiingniq (Working Together)	1.1. Increased territorial collaboration in poverty reduction	<ul style="list-style-type: none"> • Perceptions of Roundtable regarding the level of collaboration amongst GN Departments, NTI, RIAs, municipalities, community groups and Nunavummiut on poverty reduction. • Extent to which action items are implemented collaboratively in Makimaniq II.
	1.2. Increased community-level collaboration	<ul style="list-style-type: none"> • Number of communities with an inter-agency committee that meets regularly on measures to reduce poverty.
2 Increased Community Decision-making	2.1. Increased and improved public engagement	<ul style="list-style-type: none"> • Number of policies and programs developed on the basis of public engagement. • Perceptions of Roundtable members of the level of community involvement in decision making affecting their community.
	2.2. Increased public access to information	<ul style="list-style-type: none"> • Number of communities with an active community radio station • Number of communities with public internet access • Number of research and program evaluation reports that are made public • Number of public service announcements made by Inuit Organizations

<p>3</p> <p>Strengthened Local Economies</p>	<p>3.1. Strengthened community economic development</p>	<ul style="list-style-type: none"> • Number of registered Inuit businesses • Number and proportion of adult Nunavummiut that are employed • Amount of money companies spend in communities on local contracts and wages
	<p>3.2. Increased support for land-based livelihoods</p>	<ul style="list-style-type: none"> • Measurement of community support for land-based livelihoods
	<p>3.3. Strengthened NGO sector</p>	<ul style="list-style-type: none"> • Number of NGOs in good standing with legal registry
	<p>3.4. Increased access to childcare</p>	<ul style="list-style-type: none"> • Supply of formal child care by community
<p>4</p> <p>Strengthened Support for Healing and Wellbeing</p>	<p>4.1. Strengthened support for individual, family and community wellbeing</p>	<ul style="list-style-type: none"> • Measurement of support for mental health and/or addictions needs • Number of Community Wellness Plans and Community Wellness Centres • Number of Emergency Protection Orders issued under the Family Abuse Intervention Act • Number of diversions from the formal justice system
<p>5</p> <p>Strengthened Life-long Learning</p>	<p>5.1. Strengthened Inuktitut language</p>	<ul style="list-style-type: none"> • Number of Nunavummiut who report Inuktitut as their mother tongue and report knowledge of Inuktitut
	<p>5.2. Strengthened early childhood development</p>	<ul style="list-style-type: none"> • Number of formal early learning/Inunnguiniq spaces by community
	<p>5.3. Improved K-12 outcomes</p>	<ul style="list-style-type: none"> • School attendance rate • High school graduation rate
	<p>5.4. Strengthened adult learning</p>	<ul style="list-style-type: none"> • Participation in adult education programs • Proportion of participants that complete adult education programs
<p>6</p> <p>Increased Food Security</p>	<p>6.1. Reduced food insecurity</p>	<ul style="list-style-type: none"> • Household Food Insecurity rate
	<p>6.2. Increased access to nutritious store-bought food</p>	<ul style="list-style-type: none"> • Cost of common food items
	<p>6.3. Increased access to country food</p>	<ul style="list-style-type: none"> • Perceptions of Roundtable members regarding community access to country food

7 More Supportive Income Assistance	7.1. Increase independence	<ul style="list-style-type: none"> • Number and proportion of Nunavummiut that receive IA • Average number of months spent on IA in a calendar year
	7.2. Reduction in the 'welfare wall'	<ul style="list-style-type: none"> • Measurement of reduction in welfare wall as a result of changes made to IA program
8 Increased Access to Housing	8.1. Reduced crowding	<ul style="list-style-type: none"> • Household density in all housing and PH only
	8.2. Increased supply of public housing	<ul style="list-style-type: none"> • Public Housing Statistics (e.g, tenants by rent, new PH units, and people on needs list) • Number of Emergency Shelters, Transitional and Supporting Housing units.
	8.3. Increased supply of adequate housing	<ul style="list-style-type: none"> • Number of Households whose housing falls below one of the adequacy, affordability or suitability standards of Core Housing Need



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Nunavut Roundtable For Poverty Reduction
Aullaqtirutaa **Nunavunmi** Niqikhaqaqnikkut Katimayit
Table ronde pour la réduction de la pauvreté au **Nunavut**