

REPRESENTATIVE FOR CHILDREN AND YOUTH 2024-2025 ANNUAL REPORT

Ensuring the Government of Nunavut provides ethical, equitable, and consistent services that meet the needs and support the rights of young Nunavummiut, and the families, who rely on them.



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NUTAQQANUT INULRAMIRNULLL
UQAQTIKHAANIK

REPRÉSENTANT DE
L'ENFANCE ET DE LA JEUNESSE

REPRESENTATIVE FOR
CHILDREN AND YOUTH

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Cover photo caption: Submissions in the 2024 Representative for Children and Youth Office's National Child Day contest. Submissions were submitted by classrooms from communities across the territory. In order from left to right, top to bottom: Arctic Bay, Arctic Bay, Gjoa Haven, Iqaluit, Cambridge Bay, Resolute Bay, Kinngait, Kugluktuk, Iqaluit. For more information on our 2024-2025 National Child Day contest see page 59.



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REPRÉSENTANT DE
L'ENFANCE ET DE LA JEUNESSE

REPRESENTATIVE FOR
CHILDREN AND YOUTH

September 12, 2025

The Honourable Tony Akoak
Speaker of the Legislative Assembly of Nunavut
P.O. Box 1200
Iqaluit, NU X0A 0H0

Dear Speaker:

It is my pleasure to present the Representative for Children and Youth 2024-2025 Annual Report to the Legislative Assembly of Nunavut.

This report covers the period of April 1, 2024, to March 31, 2025, and has been prepared in accordance with section 35(1) of the *Representative for Children and Youth Act*.

Yours sincerely,

Jane Bates
Representative for Children and Youth

This report is dedicated to the
children, youth, and families of Nunavut.

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MESSAGE FROM THE REPRESENTATIVE

It is my pleasure to present the Representative for Children and Youth 2024-2025 Annual Report. This report comes as I complete the first year of my second term as Nunavut's Representative for Children and Youth (Representative).

This year marked a period of transition for the RCYO, with significant changes to our staffing that marks the end of long-standing contributions and the beginning of new growth and leadership. We said farewell to several valued colleagues, our Manager of Individual Advocacy Services and a Senior Researcher and Investigator. Both had been with the RCYO for many years; their contributions helped shape the work of our office. We are deeply grateful for their work and the foundation they helped to build. In addition, the Director of Child & Youth Advocacy Services, hired in July 2023, left the territory to pursue new opportunities and be closer to family. Although they were with us for a short time, their leadership, compassion and unwavering commitment to Nunavummiut made a lasting difference, thank you.

In the midst of departures, we also welcomed new staff, a Child & Youth Advocacy Specialist and the Director of Child & Youth Advocacy Services. We were also fortunate to see internal leadership emerge. A dedicated Child & Youth Advocate has assumed the role of Manager of Individual Advocacy Services on a full-time basis. Their deep understanding of the issues facing young Nunavummiut, combined with a collaborative and passionate leadership style, is already contributing significantly to the effectiveness and cohesion of our team.

These changes underscored a pressing issue: the inability to staff positions due to the lack of housing. This challenge is not unique to the RCYO; it is also significantly affecting departments. The absence of adequate housing limits the ability to recruit and retain staff, with devastating impacts on service delivery across the territory.

To date, little progress has been made to address this issue. The RCYO has positions that have been waiting for housing allocation for more than two years and, as a result, remain vacant. While we recognize that the RCYO



is part of a larger system and there are many competing priorities, without staff, we cannot fulfill our mandate.

The RCYO serves a vital role as an independent office dedicated to safeguarding and promoting the rights of young people and their families. We evaluate what is working well and what is not, determine necessary changes, and explore how to progress from our current situation to our shared goals in supporting children, youth, and their families.

This Annual Report describes the work that was done in 2024-25. As you will see, it was a busy year with limited staff to respond to the many issues brought to our attention. Despite the limitations, we remained focused on continual learning and improvement to become an organization that is trusted and responsive that makes a positive difference in the lives of all Nunavummiut.

As I look back over the year, I would like to say that things are trending in the right direction, but that's not the

current reality, particularly in the areas of child sexual abuse, suicide prevention and child welfare.

In 2014-2015, there were 11 suicides of young people, and as I write this message (July 2025), we have already lost seven young people to suicide. In October 2015, the premier declared suicide a public health emergency. Here we are 10 years later, and the crisis continues unabated.

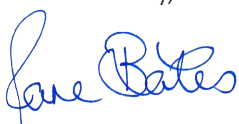
At the same time, the situation the Department of Family Services finds itself in has also been years in the making; and has spanned numerous governments and administrations. Even before the first Auditor General report in 2011, there had already been other publications raising similar concerns and issuing similar recommendations dating back to 2009. The recent follow-up report from the Auditor General found that there has been little to no improvement in services for the protection and well-being of vulnerable children and their families.

I recognize that change takes time, but consider that children and youth alive in 2009, when the first recommendations were made, could very well be parents now with children of their own who could be facing the same issues. This highlights that our work today, and every day, is truly about the future of this territory.

In the fall of 2025, a new government will form, bringing with it opportunities and new leadership. I urge the new government to be bold and act swiftly to address these long-standing issues. Nunavut needs action, not explanation.

I remain grateful for the opportunity to serve as the Representative for a second term alongside the Representative for Children and Youth's Office (RCYO) staff. I am hopeful for the future and its possibilities.

Yours sincerely,



Jane Bates
Representative for Children and Youth

STATUS OF YOUNG NUNAVUMMIUT

Pursuant to the Representative for Children and Youth Act (RCYA), the Representative must submit an annual report to the Legislative Assembly of Nunavut (Legislative Assembly) which includes "a report on the status of children and youth in Nunavut."

Last year, the RCYO analyzed five years worth of various datasets to identify trends and areas of growing concern, including the side by side presentation of data. To support addressing these concerns, recommendations to the responsible departments were made. A list of those recommendations can be found in the back of this section, along with whether the appropriate departments agree or disagree with the recommendation. Details on the progress made on those recommendations will be included in the 2025-2026 annual report.

Although our written analysis of the data presented in the 2023-2024 annual report provided a simple commentary for some metrics, this year, the RCYO elected to not perform that same level of analysis on the changes in data over the previous year. Instead, we focused on removing datasets that provided little insight into the status of young Nunavummiut while adding those that help paint a better picture of what is impacting the territory's children and youth. We also elected to continue presenting data from the previous five years, as we found the side-by-side comparison effective in highlighting trends and providing the context needed to help understand the current status of young Nunavummiut.

General Nunavut Statistics

LEGEND

- Data not yet available

	2020	2021	2022	2023	2024
TOTAL POPULATION¹	39,479	40,086	40,485	40,673	41,159
0-4 years of age	4,507	4,624	4,392	4,130	4,077
5-9 years of age	4,253	4,242	4,399	4,417	4,429
10-14 years of age	3,773	3,882	3,932	3,991	4,107
15-19 years of age	3,362	3,329	3,430	3,492	3,520
20-24 years of age	3,238	3,207	3,224	3,250	3,297
25-44 years of age	11,455	11,582	11,674	11,820	11,944
45-64 years of age	7,248	7,475	7,620	7,699	7,826
65+ years of age	1,643	1,745	1,814	1,874	1,959
Percentage 0-19 years of age	40.26%	40.10%	39.9%	39.41%	39.19%
TOTAL BIRTHS²	963	835	705	793	-
To mothers under 15 years of age	4	5	4	5	-
To mothers 15-19 years of age	173	134	116	130	-
TOTAL DEATHS³	209	205	219	257	-
0-19 years of age	24	32	28	35	-
Infant mortality, 0-1 year of age ⁴	12	14	13	15	-
Fetal deaths ⁵	8	23	11	9	-
Total Suicides ⁶	27	37	27	37	-
0-19 years of age	4	13	2	6	11
Percentage 0-19 years of age	14%	35%	7%	18%	-

¹ Statistics Canada. (2024). *Population estimates on July 1, by age and gender*. Ottawa, ON: Statistics Canada. Retrieved from <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1710000501>

² Statistics Canada. (2024). *Live births, by age of mother*. Ottawa, ON: Statistics Canada. Retrieved from <https://doi.org/10.25318/1310041601-eng>.

³ Statistics Canada. (2024). *Deaths, by age group and sex*. Ottawa, ON: Statistics Canada. Retrieved from <https://doi.org/10.25318/1310070901-eng>.

⁴ Statistics Canada. (2024). *Infant deaths and mortality rates, by age group*. Ottawa, ON: Statistics Canada. Retrieved from <https://doi.org/10.25318/1310071301-eng>.

⁵ Fetal death refers to the spontaneous intrauterine death of a fetus at any time during pregnancy. It can also be referred to as a stillbirth when it occurs later in pregnancy, at 20 weeks of gestation or more). Statistics Canada. (2023). *Live births and fetal deaths (stillbirths), by type of birth (single or multiple)*. Ottawa, ON: Statistics Canada. Retrieved from <https://doi.org/10.25318/1310042801-eng>. Statistics Canada has not yet released the data for calendar year 2023.

⁶ Data provided by Nunavut's Office of the Chief Coroner.

General Nunavut Statistics

LEGEND

- No data available

	2020	2021	2022	2023	2024
MARKET BASKET MEASURE⁷ per family of two adults and three children					
Iqaluit	112,778	114,324	118,787	121,791	125,784
Qikiqtaaluk (excluding Iqaluit)	107,757	109,234	113,499	116,368	120,183
Kivalliq	94,564	95,861	99,603	102,122	105,469
Kitikmeot	100,546	101,924	105,905	108,582	112,144
INCOME					
Median total income (individual) ⁸	\$39,530	\$38,120	\$38,820	-	-
Median total income (family) ⁸	\$124,600	\$109,900	\$97,700	-	-
Income Assistance recipients ⁹	12,119	10,342	10,912	11,162	11,201
Income Assistance expenditure (Millions) ⁹	\$37.5	\$38.3	\$44.0	\$62.6	\$64.5
Unemployment rate ¹⁰	15.6%	10.4%	14%	13.2%	8.4%

POVERTY ESTIMATES

Poverty estimate information has been removed from this report as no new data has been published since 2021.

⁷ The Market Basket Measure is based on the cost of a specific basket of goods and services representing a modest, basic standard of living for a reference family. These costs are compared to the disposable income of families to determine whether or not they fall below the poverty line. For Nunavut, the Market Basket Measure reference family consists of two adults with three children. Statistics Canada. (2024). *Market Basket Measure (MBM) thresholds for the reference family by Market Basket Measure region, component and base year*. Ottawa, ON: Statistics Canada. Retrieved from <https://doi.org/10.25318/1110006601-eng>.

⁸ Median total income is the income amount that divides a population into two equally-sized groups, half having an income above that amount, and half having an income below that amount. A family is based on two adults and three children. Statistics Canada. (2024). *Tax filers and dependants with income by total income, sex and age*. Ottawa, ON: Statistics Canada. Retrieved from <https://doi.org/10.25318/1110000801-eng>.

⁹ Data provided by the Department of Family Services, Income Assistance Division. In April 2023, the Income Assistance benefit was increased.

¹⁰ Statistics Canada. (2024). *Labour force characteristics, annual*. Ottawa, ON: Statistics Canada. Retrieved from <https://doi.org/10.25318/1410039301-eng>.

Status of Young Nunavummiut

Department of Education

LEGEND

- No data available

Data reported but confirmed by the department to be inaccurate

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
TOTAL LICENSED CHILDCARE CENTRES¹¹	58	60	60	61	61
Daycares	33	33	33	34	36
Preschools	8	8	7	6	4
Head Starts	7	7	7	7	7
Afterschool	7	7	7	7	6
Home daycares	3	5	6	7	8
Childcare spaces	1,255	1,239	1,243	1,315	1,364
Infant (0-2 years of age)	206	218	223	237	240
Full-time Preschool (3-5 years of age)	572	598	616	662	730
Part-time Preschool (3-5 years of age)	310	258	240	240	216
School-age (6-12 years of age)	167	165	164	176	178
Waiting list¹²	-	912¹³	-	1,420¹⁴	1,615
Infant	-	242	-	512	401
Preschool	-	440	-	727	753
School-age (6-12 years)	-	230	-	181	194

¹¹ The Department of Education licenses daycares. It does not operate them.

¹² Surveys to establish waiting list lengths were not conducted in 2020-2021 and 2022-2023. Each centre may have their own waiting list so parents may put their names on more than one waiting list.

¹³ Data from 2020 voluntary childcare facility survey. Not all facilities fully responded.

¹⁴ Seventy-two percent of daycares responded. Each centre may have their own waiting list so parents may put their names on more than one waiting list.

Status of Young Nunavummiut

Department of Education

LEGEND

- Data not available
- Data not yet available
- # Data reported but confirmed by the department to be inaccurate

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
SCHOOLS					
Enrollment	10,310	10,388.5¹⁵	10,629	10,852	11,327
Elementary (Kindergarten to Grade 9)	7,634	7,638.5	7,781	7,858	8,321
Secondary (Grade 10 to Grade 12)	2,676	2,750	2,848	2,994	3,006
Homeschooled	-	-	-	14	15
Attendance rates	57.7%¹⁶	52.9%	71.07%	68.51%	66.12%
Final graduation numbers	287	262	261	307	-
Graduation rate ¹⁷	44.9%	38.4%	37.3%	44.8%	-
Student Educator Ratio (SER)	11.2	11.9	11.6	11.8	12.2
YOUNG PARENTS STAY LEARNING					
Recipients	23	20	35	14	15
FINANCIAL ASSISTANCE FOR NUNAVUT STUDENTS (FANS)					
Applicants	570	722	835	786	798
Recipients	320	452	516	530	731

CRISIS RESPONSE

Whether or not a school implements a crisis response following a significant incident is a discretionary decision made by a school principal in discussion with the Superintendent, as required. After a review of the last five years of data, the RCYO has decided to no longer publish Crisis Response numbers from the Department of Education as the crisis responses themselves are not reflective of the status of young Nunavummiut.

¹⁵ Kindergarten students are counted as 0.5 as they only attend school for half of the day.

¹⁶ Attendance data collection was impacted by COVID-19 and does not accurately reflect attendance for this school year. Data is accurate as of January 2021.

¹⁷ Numbers listed are gross graduation rates. The gross graduation rate is calculated by dividing the number of graduates by the average of estimate 17 and 18 year-old populations (as the typical age of graduation). The population count of 17 and 18 year-olds is based on population data provided by the Nunavut Bureau of Statistics.

Status of Young Nunavummiut

Department of Education

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025 ¹⁸
VIOLENT INCIDENTS, by type					
Total Violent Incidents	372	993	362	180	-
Abuse/Assault	165	409	251	162	83
Discrimination	-	-	11	6	3
Threats	-	-	100	27	18
Sexual incidents	8	19	0 ¹⁹	4	-
Incidents reported to police/RCMP	30	56	29	24 ²⁰	-
Harassment ²¹	23	293	-	-	-
STUDENT DISCIPLINE					
	1,656	372	993	362	180
Suspensions	417	142	213	-	-
Expulsions	3	4	3	-	-

¹⁸ July 2024 to April 2025

¹⁹ October 2022 to June 2023

²⁰ July 2023 to June 2024

²¹ The "Harassement" category is no longer in use following the October 2022 launch of the Violent Incident Online Tracking System

Status of Young Nunavummiut

Department of Family Services

LEGEND

- Data not available

Data reported but confirmed by the department to be inaccurate

/ Inconsistent numbers reported by the department

	2024-2025
REFERRALS²²	1,573^{23, 24}
Physical Harm	266
Non-accidental physical injury.	46
Unexplained physical injury.	19
Parent/caregiver has acted or threatened to act in a way that is likely to cause physical injury.	201
Emotional Harm	561
Parental action has or is likely to emotionally harm the child.	264
Exposure to family violence between parents/caregivers and/or other adult household members.	297
Sexual Harm	110
Parent/caregiver has engaged in or attempted to engage in a sexual act with child.	26
Sexual exploitation of child by a parent/caregiver.	6
Exposure to sexually explicit conduct or sexually explicit materials.	12
Physical, behavioural, or suspicious indicators consistent with sexual harm.	40
Threat of sexual harm.	26
Neglect	709
Parent/caregiver permanent absence or abandonment.	27
Failure to protect child against neglect, physical harm, emotional harm, and/or sexual harm.	79
Inadequate supervision.	382
Non-organic failure to thrive.	4
Inadequate medical, dental, and/or mental health care.	31
Inadequate clothing or hygiene.	16
Malnutrition.	11
Exposure to unsafe home and immediate environment.	106
Child younger than 12 years old committed a criminal act and parent/caregiver is unable or unwilling to provide for needs.	2
Exposure to illegal drug commerce.	10
Involving child in criminal activity	3
Parent/caregiver provides drugs or alcohol to child or allows access.	18
Newborn exposure to drugs or alcohol.	17
Other high-risk birth.	3
Death of a child	1
Suspicious death of a child.	1

Status of Young Nunavummiut

Department of Family Services

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
IN THE CARE OF THE DIRECTOR²⁵	151	144/145	183/184	159	246
Permanent Custody Orders	102	92	126/127	101	139
In-territory	121	114	94	72	95
Out-of-territory	30	31	33	29	44
Temporary Custody Orders	42	47	57	58	73
In-territory	-	-	55	50	67
Out-of-territory	-	-	2	8	6
Adjourned	6	3	-	-	14
Apprehension	1	2	-	15	20
AGED OUT OF CARE²⁶	12	9	4	3²⁷	34
16 years old	-	-	-	-	25
19 years old	-	-	-	-	9
TOTAL ADOPTIONS	130	162	149	169	143
Registered Custom	109	132	131	148	129
Private	14	26	17	18	12
Departmental	7	4	1	3	2
TOTAL FOSTER HOMES²⁸	157²⁹	136³⁰	134	150³¹	218
Inuit	90	96	81	69	55
Non-Inuit	45	40	53	45	163

²² The number of referrals is not equal to the number of young Nunavummiut being subject referrals. A child who is the subject of referral may have multiple (sub)categories of referral.

²³ These maltreatment codes used in Nunavut's child welfare system are drawn from the Structured Decision-Making (SDM) tools developed by Evident Change in 2019.

²⁴ The sum of the individual maltreatment categories appears higher (1,646) is that each referral can contain multiple maltreatment types. This is standard practice in child protection reporting and aligns with national data reporting conventions, such as those used in the Canadian Incidence Study of Reported Child Abuse and Neglect (CIS).

²⁵ The Director of Child and Family Services has legal guardianship of these young people as a result of a court order.

²⁶ Young people between 16 and 19 who were in the care of the Director under a Permanent Custody Order that expired.

²⁷ Does not include data from the Kivalliq and Qikiqtaaluk

²⁸ The RCYO recognizes that caregiver ethnicity oversimplifies a complex reality and we look forward to collaborating with the Department of Family Services on including foster home data in future annual reports that better reflects a child's broader relational and cultural environment

²⁹ Does not include data from North Baffin

³⁰ Does not include data from multiple communities

³¹ Does not include data from the Kivalliq

Status of Young Nunavummiut

Department of Family Services

LEGEND

- Data not available
- # Data reported but confirmed by the department to be inaccurate
- / Inconsistent numbers reported by the department

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
RECEIVING SERVICES, but not in the care of the Director, under court order					
Total receiving services	13	12	27	41	20
Supervision Order	6	9	12	26	20
RECEIVING SERVICES, but not in the care of the Director, by service agreement type					
Total receiving services	228	216	334	232	317
Plan of Care	171	134	214-219	114	176
Voluntary Services Agreement	44	58	75-81	68	80
Support Services Agreement	13	21	33/36	18	30
Extended Services Agreement	-	3	35	32	31
FAMILY VIOLENCE SHELTERS					
Young people who stayed in a shelter	241	-	-	390	296
Total nights spent in shelters	3,402	4,103	7,959³²	9,915³³	9,672³⁴
0-5 years of age	1,692	1,515	3,887	580 ³⁵	341
6-18 years of age	1,710	2,498	4,072	256 ³⁶	43
CRITICAL INJURIES					
	-	-	-	556 ³⁷	395 ³⁸
DEATHS					
	4	5	3/1 ³⁹	3	4

³² Does not include data from South Baffin

³³ Including Adults, Children and Youth

³⁴ Including Adults, Children and Youth

³⁵ 0-10 years of age

³⁶ 11-18 years of age

³⁷ Total number of critical injury incidents documented internally by DFS across regions during the fiscal year. However, this number does not represent a finalized or reconciled count.

³⁸ Total number of critical injury incidents documented internally by DFS, across all regions during the reporting period. This includes all incidents DFS was made aware of, compiled through a manually maintained spreadsheet monitored by the DFS Quality Assurance team.

Status of Young Nunavummiut

Department of Family Services

LEGEND

- Data not yet available

Data reported but confirmed by the department to be inaccurate

/ Inconsistent numbers reported by the department

	2023-2024	2024-2025
TOTAL PLACEMENT SERVICES⁴⁰	325	394
Extended Family	103⁴¹	150
In-territory	99	149
By agreement	45	61
By custody order ⁴²	54 ⁴³	88
Out-of-territory	4	1
By agreement	3	0
By custody order ⁴²	1	1
Foster Family (non-biological)	141	146
In-territory	112	112
By agreement	40	27
By custody order ⁴²	72	85
Out-of-territory	29	34
By agreement	8	9
By custody order ⁴²	21	25
Group Homes (Non-Medical)	39	30
In-territory	17	10
By agreement	8	5
By custody order ⁴²	9	5
Out-of-territory	22	20
By agreement	9	12
By custody order ⁴²	13	8
Other Out-of-territory Care Arrangements (Non-Medical)	0⁴⁴	14
By agreement	0	1
By custody order ⁴²	0	13
Out-of-territory Medical Needs Placements	42	54
Permanent Custody	11	17
Temporary Custody	2	1
Plan of care	5	5
Voluntary Services Agreement	24	24
Support Services Agreement	0	3
Extended Services Agreement	0	4

³⁹ Although the Department of Family Services reported three deaths, only one was reported to the RCYO as per section 19 of the RCYA. See page 54 for more information.

⁴⁰ Data provided by the Department of Family Services for 2019-2022 is too incomplete to include.

⁴¹ This number is different from the total number of foster homes listed above as depending on each circumstance, placement services with extended family members can be family arrangements, not necessarily categorized as approved foster homes.

⁴² Custody orders include Temporary Custody Orders, Plans of Care, Interim and Adjournd Orders.

⁴³ This number also includes statuses of Supervision Orders and Interprovincial Courtesy Supervision.

⁴⁴ This number is already counted in the above sub-section of out-of-territory Foster Family (non-biological).

Status of Young Nunavummiut

Department of Health

LEGEND

- Data not yet available

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
TOTAL PATIENTS	6,995	24,818	29,765	30,470	-
19 years of age and younger	2,645	9,541	12,421	12,308	-
0-4 years of age	1,197	3,434	3,935	3,387	-
5-9 years of age	442	2,119	3,092	3,165	-
10-14 years of age	481	2,093	2,837	3,073	-
15-19 years of age	529	1,895	2,557	2,683	-
Percent of patients					
19 years of age and younger	37%	38%	41%	40%	-

TOTAL VISITS	20,604	75,723	133,296	151,424	-
19 years of age and younger	6,800	25,340	49,585	52,378	-
0-4 years of age	3,471	11,241	21,601	20,579	-
5-9 years of age	442	4,429	10,196	11,426	-
10-14 years of age	1,194	4,410	8,169	9,688	-
15-19 years of age	1,693	5,260	9,619	10,685	-
Percent of visits by those					
19 years of age and younger	33%	33%	37%	34%	-

MOST COMMON REASONS for accessing health centres

For the last five years the RCYO has published Department of Health data for "Most common reasons for accessing health centres" with a variety of age group breakdowns. After a further review of this data, the RCYO has decided to remove this information from further reports as it is highly varied and fragmented. Ultimately, we felt that the picture that this section painted was not a clear indicator of the status of young Nunavummiut.

Status of Young Nunavummiut

Department of Health

LEGEND

--/-- Data not reported because it is not one of the top 10 reasons for that fiscal year, locations, or age group.

- Data not yet available

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
MEDICAL TRAVEL (Number of people sent out of home community for a medical procedure/treatment)					
Total medical travel patients	8,201	9,693	10,952	12,094	-
19 years of age and younger	2,258	2,875	3,509	3,715	-
Percent of medical travel patients 19 years of age and younger	27%	29%	32%	30%	-
TOP 10 MEDICAL TRAVEL REASONS, All ages (flights⁴⁵/patients)					
Radiological examination not elsewhere classified	1,511/1,152	1,829/1,395	1,916/1,484	2,600/1,965	-
Medical services in home not available	390/361	386/347	1,988/1,407	5,139/3,293	-
Normal delivery	1,027/748	1,051/745	985/629	1,155/682	-
Dental caries ⁴⁶	405/372	780/716	906/811	1,129/1,009	-
Abdominal pain	621/445	686/473	560/410	502/390	-
Unspecified follow-up appointment	297/236	325/265	427/335	808/609	-
Pregnant state incidental	426/300	347/265	344/248	302/217	-
Examination of ears and hearing	284/247	287/246	475/397	448/374	-
Examination of eyes and vision	250/194	319/248	395/301	411/316	-
Orthodontics aftercare	220/132	123/82	369/206	265/120	-
TOP 10 MEDICAL TRAVEL REASONS, 0-4 years of age (flights⁴⁵/patients)					
Dental caries	175/156	367/336	381/345	429/386	-
Medical services in home not available	16/16	19/19	219/178	239/185	-
Acute Bronchiolitis	19/17	33/26	112/94	87/74	-
Examination of ears and hearing	28/26	32/28	59/47	49/41	-
Other respiratory abnormalities	21/19	15/14	92/69	57/41	-
Fever	33/30	37/33	49/44	33/29	-
Pneumonia organism unspecified	36/26	18/15	--/--	66/48	-
Radiological examination not elsewhere classified	37/35	37/34	28/27	42/36	-
Convulsions	21/17	46/32	26/21	21/19	-
Unspecified follow-up examination	10/10	16/15	29/19	52/44	-

⁴⁵ Number of flights indicate the number of times a patient boarded a plane. This is not an indication of the number of times a patient received medical care for the condition. As such, a patient may need to board more than one plane to get to their destination and these multiple layovers may be captured in the data.

⁴⁶ As per the Department of Health, "Dental Caries, Unspecified (K02.9): This code is used for instances of tooth decay or cavities where the specific part of the tooth is not specified. It's a common code for pediatric health reports, reflecting the general issue of dental caries among the child or adolescent without delving into specific parts of the tooth affected."

Status of Young Nunavummiut

Department of Health

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
TOP 10 MEDICAL TRAVEL REASONS, 5-9 years of age (flights⁴⁵/patients)					
Dental caries	81/78	210/198	244/226	371/334	-
Medical services in home not available	10/10	15/14	77/61	194/158	-
Examination of ears and hearing	50/43	39/37	93/74	58/53	-
Unspecified follow-up examination	16/16	24/19	31/27	70/56	-
Radiological examination not elsewhere classified	20/18	24/19	37/34	44/39	-
Examination of eyes and vision	15/13	14/11	28/18	35/24	-
Unspecified hearing loss	7/6	17/17	29/29	36/32	-
Abdominal pain	22/14	26/18	14/11	18/13	-
Acute tonsillitis	14/14	8/8	26/24	--/--	-
Convulsions	8/5	24/11	15/10	--/--	-
TOP 10 MEDICAL TRAVEL REASONS, 10-14 years of age (flights⁴⁵/patients)					
Orthodontics aftercare	88/55	33/28	147/92	93/46	-
Medical services in home not available	19/19	22/21	90/71	222/174	-
Examination of ears and hearing	47/38	44/37	72/62	69/59	-
Dental caries	25/25	54/48	62/52	76/71	-
Radiological examination not elsewhere classified	42/35	45/39	59/46	52/46	-
Unspecified follow-up examination	18/16	25/20	38/32	49/40	-
Acute appendicitis without peritonitis	22/14	32/17	27/14	16/12	-
Poisoning by unspecified drug or medicinal substance	6/3	31/17	30/16	34/22	-
Abdominal pain	15/13	29/18	19/15	18/16	-
Examination of eyes and vision	--/--	14/9	22/18	25/21	-
TOP 10 MEDICAL TRAVEL REASONS, 15-19 years of age (flights⁴⁵/patients)					
Normal delivery	181/138	188/138	192/129	190/123	-
Orthodontics aftercare	113/66	71/41	190/103	147/65	-
Medical services in home not available	51/49	39/31	132/103	363/278	-
Radiological examination not elsewhere classified	86/70	108/87	122/96	146/118	-
Pregnant state incidental	86/62	77/58	63/43	64/46	-
Poisoning by unspecified drug or medicinal substance	54/34	116/53	80/47	73/42	-
Dental caries	38/35	48/44	51/46	47/43	-
Examination of ears and hearing	35/31	35/30	42/31	51/41	-
Unspecified psychosis	48/26	44/24	29/21	36/22	-
Abdominal pain	45/29	43/30	42/29	32/22	-

Status of Young Nunavummiut

Department of Health

LEGEND

- Data not available

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
PEDIATRICIAN VISITS⁴⁷, by community					
Qikiqtaaluk	868	861	833.5	864	-
Iqaluit	822	801	734.5	764	-
Grise Fiord	0	2	4.5	5	-
Qikiqtarjuaq	9	9	4	13	-
Arctic Bay	0	4	10	11	-
Pond Inlet	3	4	10	13	-
Pangnirtung	0	3	6	11	-
Clyde River	8	12	11.5	8	-
Kimmirut	0	0	0	0	-
Kinngait	8	6	10	15	-
Igloolik	10	13	23	15	-
Resolute Bay	0	3	4.5	5	-
Sanikiluaq	0	0	10	0	-
Sanirajak	8	4	5.5	4	-
Kivalliq	22	32	76.5	-	-
Baker Lake	5	10	18.5	-	-
Rankin Inlet	12	14	15	-	-
Arviat	5	3	15	-	-
Nauyasat	0	0	9	-	-
Chesterfield Inlet	0	2	7	-	-
Coral Harbour	0	0	6	-	-
Whale Cove	0	3	6	-	-
Kitikmeot	50	52	55.5	62.5	-
Cambridge Bay	9	20	4.5	15	-
Gjoa Haven	15	12	13	8	-
Kugaaruk	9	5	11.5	11	-
Kugluktuk	10	10	11	12	-
Taloyoak	7	5	15.5	16.5	-

⁴⁷ Pediatrician days are in-person community visits, but Iqaluit includes in-person and telehealth services in pediatrician clinics. Data provided by the Office of Medical Affairs.

Status of Young Nunavummiut

Department of Justice

LEGEND

- Data not yet available

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
YOUTH IN THE JUSTICE SYSTEM					
Incarcerated	6	2	5	5	6
Incarcerated more than once	2	2	1	0	1
Total in community supervision orders	0	0	0	2	0
Youth charged	94	62	59	83	234
13 years of age	12	8	1	3	10
14 years of age	8	10	4	10	23
15 years of age	13	11	21	7	32
16 years of age	27	15	16	21	69
17 years of age	34	18	17	42	100
Cases in youth court	90	101	166	120	-
12-15 years of age	36	46	31	13	-
Guilty	11	12	4	2	-
Acquitted	0	0	0	0	-
Stayed or withdrawn	25	34	21	10	-
Other decisions	0	0	6	1	-
16-17 years of age	46	45	38	47	-
Guilty	21	11	7	17	-
Acquitted	0	2	0	0	-
Stayed or withdrawn	24	32	28	30	-
Other decisions	1	0	3	0	-
Other ages	8	10	97	60	-
Guilty	2	3	30	12	-
Acquitted	0	0	0	0	-
Stay or withdrawn	5	7	19	18	-
Other decisions	1	0	48	30	-

⁴⁸ The "18 years of age" category is new for the 2024-2025 RCYO annual report.

⁴⁹ Under the Criminal Code certain sex offences: [sexual interference; invitation to sexual touching; sexual exploitation; incest; bestiality (compelling the commission of, and in presence of or by a child); child pornography (making, possession, distribution); parent or guardian procuring sexual activity; exposure, sexual assault, sexual assault with a weapon, threats to a third party or causing bodily harm; aggravated sexual assault; attempt or conspiracy to commit any of the above] require mandatory registration on Canada's National Sex Offender Registry, which was created by the *Sex Offender Information Registration Act* (SOIRA) of 2004. As of 2011, judges no longer have discretion when it comes to requiring a convicted offender to register as a sex offender for these offences. If the individual is convicted of an offence covered by SOIRA, they must register as a sex offender. For other sexual offences, a Crown Prosecutor may apply to the Court for an order for registration. The Prosecutor will make this application when they believe an offender, who has not committed a SOIRA mandatory offence, poses an adequate risk to the public. It would then be up to the judge to decide if registration is warranted. "The RCMP "V" Division does not release regional figures for sexual offenders in Nunavut for privacy and public safety reasons." This category and its subcategories fluctuate on a daily basis. The data provided is accurate to the point in time at which it was collected.

Status of Young Nunavummiut

Department of Justice

LEGEND

- Data not available

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
ARRESTS					
Young people arrested	145	118	126	246	316
Alcohol/Drug related arrests	76	52	115	175	222
12 years of age	9	11	0	4	9
Alcohol/Drug related	1	3	0	2	4
13 years of age	16	14	9	9	10
Alcohol/Drug related	6	5	9	6	1
14 years of age	17	12	14	31	23
Alcohol/Drug related	7	4	12	13	10
15 years of age	20	20	21	50	32
Alcohol/Drug related	11	9	18	34	29
16 years of age	37	26	32	50	69
Alcohol/Drug related	18	13	26	42	56
17 years of age	46	35	50	102	100
Alcohol/Drug related	33	18	50	78	73
18 years of age⁴⁸	-	-	-	-	73
Alcohol/Drug related	-	-	-	-	49
Percentage of alcohol/drug related arrests	52%	44%	91%	71%	70%
CRIMES AGAINST YOUNG PEOPLE					
Charges laid with an offense against a young person	11	310	223	627	76
Convictions in relation to crimes against a young person	20	31	5	5	5
Sexual Interference	-	-	-	5	4
Sexual Exploitation	-	-	-	0	0
Luring of a Child	-	-	-	0	1
In-territory registered sexual offenders⁴⁹	437	471	467	434	427
With offence(s) against a young person ⁵⁰	329	259	260	243	241
High-risk child sex offenders ⁵¹	6	16	22	24	21

⁵⁰ These statistics represents the number of in-territory registered sexual offenders who committed an offense against a young person. The offence did not necessarily occur in the fiscal year noted.

⁵¹ Determined to be "above average risk" of re-offending against children based on a computer algorithm.

Status of Young Nunavummiut

Department of Justice

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
DOMESTIC VIOLENCE					
Charges⁵²	2,190	626	1,034	627	1,138
Convictions	346	189	240	72	484
VICTIM SERVICES⁵³					
Number of young people accessing Victim Services	309	312	192	236	123
Witness to assault, domestic violence	87	189	97	142	46
Sexual assault	76	52	56	45	20
Historical sexual assault	17	3	12	12	7
Homicide	31	8	8	0	13
Sexual interference	0	0	2	38	9
Common assault	10	8	6	14	0
Victim of domestic violence	8	6	1	5	20
Family Information Liaison Unit client	2	5	4	13	0
Bullying	16	4	0	0	0
Witness to assault causing bodily harm	7	7	0	0	0
Aggravated assault	11	0	0	1	2
Sudden death	2	5	0	4	0
Witness to suicide	9	1	0	0	0
Motor vehicle accident	3	4	0	3	0
Assault causing bodily harm	1	6	0	2	0
Assault with a weapon	0	0	0	4	0
Forcible confinement	0	0	0	1	0
Uttering threats	0	0	0	4	1
Sexual material ⁵⁴	0	0	0	0	1
Dangerous driving	0	0	0	0	2
Maltreatment ⁵⁵	0	0	0	0	2
CHILD PROTECTION					
Matters before the court	95	44	51	52	66

⁵² Charges may not have been laid and resolved within the same reporting period.

⁵³ Up until 2023-2024, Victim Services tracked the reason a young person accessed Victim Services based on all related Criminal Code offence(s). As many clients are victims of multiple offences, the total for “Number of young people accessing Victim Services” may have been lower than the aggregate numbers assigned to the reasons for accessing services. As of the 2024-2025 reporting year, to avoid variances in the total figures, Victim Services tracks the reason a young person accesses Victim Services based only on the most serious offence.

⁵⁴ “Sexual material” refers to any form of sharing sexual images on social media

⁵⁵ “Maltreatment” includes any form of non-sexual abuse or neglect.

Status of Young Nunavummiut

Department of Justice

	2023-2024	2024-2025
PUBLIC GUARDIANSHIP		
Children in the care of their parent where the parent is under Public Guardianship	6	6
Under the Office of the Public Guardian	0	0
Under Private Guardianship	0	0
Applications in Process, by age	71	12
18 or younger	1	0
19	3	1
20	5	5
21 and older	62	77

Status of Young Nunavummiut

Nunavut Arctic College

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
ENROLLMENT	544	676	788	621	477
Students 19 years of age and younger ⁵⁶	39	61	45	43	24
Final graduation numbers⁵⁷	46	102	59	84	135
Students 19 years of age and younger	19	15	19	3	11

Status of Young Nunavummiut

Nunavut Housing Corporation

LEGEND

- Data not available

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
HOUSING UNITS, by type					
Public housing units	5,683	5,847	5,916	5,950	5,920
Qikiqtaaluk	2,719	2,808	2,827	2,838	2,851
Kivalliq	1,750	1,793	1,819	1,827	1,788
Kitikmeot	1,214	1,246	1,270	1,285	1,281
Staff housing units	1,733	1,735	1,728	1,731	1,718
Qikiqtaaluk	1,103	1,105	1,080	1,083	1,081
Kivalliq	364	365	372	388	376
Kitikmeot	266	265	276	260	261
Vacant staff housing units⁵⁸	209	221	337	174	137
Qikiqtaaluk	98	109	192	88	51
Kivalliq	62	62	87	55	48
Kitikmeot	49	50	58	31	38

	2023-2024	2024-2025
OVERCROWDED HOUSING UNITS, by type⁵⁹		
Public housing units	2,515	2,253
Qikiqtaaluk	1,173	1,061
Kivalliq	807	722
Kitikmeot	535	470
Staff housing units	-	65
Qikiqtaaluk	-	51
Kivalliq	-	11
Kitikmeot	-	3

⁵⁶ Age data is based on information that students input about themselves. Not all students provide correct date of birth information.

⁵⁷ Graduation statistics can be delayed and, as a result, may change from year to year as more data becomes available.

⁵⁸ NHC considers housing vacant when no one is living in the unit or no one holds a lease for the unit.

⁵⁹ According to the National Occupancy Standards, overcrowding in a public housing unit or staff housing unit occurs when the following standards are not met: a maximum of two persons per bedroom; parents are eligible for a separate bedroom from their children; household members 18 years of age and older are eligible for a separate bedroom, unless married or cohabiting as spouses; a maximum of two males or two females 0 to 17 years of age per bedroom; children five years of age and older of the opposite sex do not share a bedroom; a maximum of two children younger than five years of age per bedroom.

STATUS OF YOUNG NUNAVUMMIUT 2023- 2024 ANNUAL REPORT RECOMMENDATION SUMMARY:

DEPARTMENT OF EXECUTIVE AND INTERGOVERNMENTAL AFFAIRS

Recommendation #1: Agree

The Representative for Children and Youth recommends that the Department of Executive and Intergovernmental Affairs as the lead, works to ensure current, complete, and accurate statistics are available through the Nunavut Bureau of Statistics.

DEPARTMENT OF EDUCATION

Recommendation #2: Agree

The Representative for Children and Youth recommends that the Department of Education continue work to increase the number of early learning and childcare spots.

Recommendation #3: Agree

The Representative for Children and Youth recommends that the Department of Education focus efforts and report on initiatives to increase attendance rates.

Recommendation #4: Agree

The Representative for Children and Youth recommends that the Department of Education focus efforts and report on initiatives to increase graduation rates.

Recommendation #5: Agree

The Representative for Children and Youth recommends that the Department of Education assess the effectiveness and use of their Young Parents Stay Learning program and use their findings to inform program improvements.

Recommendation #6: Agree

The Representative for Children and Youth recommends that the Department of Education standardize the reporting of violent incidents in school to ensure accuracy across the territory.

DEPARTMENT OF FAMILY SERVICES

Recommendation #7: Agree

The Representative for Children and Youth recommends that the Department of Family Services make the collection of accurate and complete statistics a priority.

Recommendation #8: Agree

The Representative for Children and Youth recommends that the Department of Family Services evaluate their

current model of adoption services and use their findings to inform program improvements.

Recommendation #9: Agree

The Representative for Children and Youth recommends that the Department of Family Services develop and implement a tracking system for critical injuries and death.

DEPARTMENT OF HEALTH

Recommendation #10: Agree

The Representative for Children and Youth recommends that the Department of Health continue efforts to improve data collection to ensure specificity and consistency across the territory.

Recommendation #11: Agree

The Representative for Children and Youth recommends that the Department of Health continue efforts to provide preventative dental care aimed at children, youth, and their families.

Recommendation #12: Agree

The Representative for Children and Youth recommends that the Department of Health continue efforts to prioritize in-territory access to dental care.

Recommendation #13: Agree

The Representative for Children and Youth recommends that the Department of Health continue efforts to increase pediatrician access across the territory.

DEPARTMENT OF JUSTICE

Recommendation #14: Agree

The Representative for Children and Youth recommends that the Department of Justice work with the Department of Finance and the Department of Health to create an awareness campaign about the impacts of alcohol/drug use and abuse aimed at children and youth.

Recommendation #15: Agree

The Representative for Children and Youth recommends that with the Department of Family Services as the lead, the Government of Nunavut immediately develop and implement a government-wide child abuse (including physical, sexual, and emotional abuse) strategy and action plan.

NUNAVUT HOUSING CORPORATION

Recommendation #16: Agree

The Representative for Children and Youth recommends that Nunavut Housing Corporation continue initiatives to achieve housing security for young Nunavummiut, as a priority, and Nunavummiut as a whole.

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ABOUT OUR OFFICE

The Representative for Children and Youth (Representative) is an independent officer who reports to the Legislative Assembly of Nunavut (Legislative Assembly) and the public. Independent offices are part of the Public Service but not part of the Government of Nunavut (GN).

It is the mandate of the Representative for Children and Youth's Office (RCYO) to review legislation, policies, procedures, programs, and services established by GN departments and designated authorities (departments).

Designated authorities under the *Representative for Children and Youth Act* (RCYA) include:

- ❄ Apprenticeship, Trade, and Occupations Certification Board;
- ❄ District Education Authorities and governing bodies of schools;
- ❄ Labour Standards Board;
- ❄ Legal Services Board;
- ❄ Nunavut Arctic College;
- ❄ Nunavut Housing Corporation (housing authorities and housing associations);
- ❄ Operators of licensed child daycare facilities; and
- ❄ Victims Assistance Committee.

The RCYO makes recommendations to departments to ensure their services provide ethical, equitable, and consistent outcomes that meet the needs and support the rights of young Nunavummiut, and the families, who rely on them.

These recommendations are informed by the complaints we receive about services or services that should be provided by departments, which are brought to our attention for advocacy support.

All information reported to our office is confidential and can be reported anonymously. RCYO staff take an oath of confidentiality and must not disclose information received in the performance of their duties unless a specific exception in the RCYA applies.

If anyone has a complaint about a department's services or is unable to receive a service for a young person or their family, they can bring it to the attention of our office for review.

The RCYO does not replace service providers. We review complaints about government services or services that should be provided by GN departments and advocate for improved services to benefit children and youth.

RCYO staff provide advocacy services in Inuktitut and English. Services in Inuinnaqtun and French are available with interpretation support.

OUR MISSION

Establish our office as the conscience of child- and youth-serving Government of Nunavut departments.

OUR VISION

A territory in which children and youth are healthy and safe, their interests and opinions are heard, acted upon, and supported through the delivery of ethical, equitable, and consistent government services.

OUR MANDATE

REPRESENTATIVE FOR CHILDREN AND YOUTH ACT

Our mandate includes the following specific duties as outlined in the RCYA:

- ❄ Ensure the rights and interests of children and youth, individually and collectively, are protected and advanced;
- ❄ Ensure departments hear and consider the opinions of children and youth on matters that affect them;
- ❄ Ensure children and youth can access departments' services and that the departments consider their concerns and opinions about those services;
- ❄ Help children, youth, and their families communicate with department service providers to improve understanding between them;
- ❄ Inform the public about the rights and interests of children and youth, and the roles and responsibilities of the RCYO; and
- ❄ Provide advice and recommendations to departments on how to make laws, policies, programs, and services better for children and youth in Nunavut.

Our mandate allows us to work on behalf of children and youth when all of the following apply.

- ❄ The young person involved is a child or youth as defined by the RCYA⁶⁰:
 - A child is less than 16 years of age;
 - A youth is 16 to 18 years of age;
 - 19-25 years of age and is part of an agreement with the Director of Child and Family Services appointed under the *Child and Family Services Act*;
 - 19-21 years of age and has requested or is receiving services under the *Education Act*;
 - 19-21 and has been charged under the *Youth Criminal Justice Act* or the *Young Offenders Act* and there has been no final disposition of their charge, or they have not completed their sentence or disposition; or

- 19-21 years of age and has a long-term physical, mental, intellectual, or sensory impairment that, in interaction with environmental and attitudinal barriers, hinders their full and effective participation in society on an equal basis with others.

- ❄ A department(s) is involved; and
- ❄ A department is not upholding the rights of the child, as described in the United Nations *Convention on the Rights of the Child* or other relevant legislation, policies, or procedures.

Our mandate does not allow us to:

- ❄ Work on problems with personal relationships, such as when a young person is not listening to their parents;
- ❄ Conduct investigations of child abuse or neglect; or
- ❄ Work on complaints involving businesses or private organizations. For example, if a young person does not receive proper payment from their employer.

⁶⁰ Additional categories may be added through Regulations made under the RCYA.

WHAT GUIDES OUR WORK

In addition to the RCYA, our work is also guided by the United Nations *Convention on the Rights of the Child* including the best interests of the child and the voice of the child, National Advocacy Standards established by the Canadian Council of Child and Youth Advocates (CCCYA), Inuit societal values, as well as the Inuit Child First Initiative (ICFI).

UNITED NATIONS CONVENTION ON THE RIGHTS OF THE CHILD⁶¹

The United Nations *Convention on the Rights of the Child* is an international human rights agreement, which describes all the rights young people have and the obligations governments have in connection to these rights. When Canada signed the United Nations *Convention on the Rights of the Child* in 1991, Canada promised to uphold the rights of children, youth, and their families.

All young people have these rights. No single right is more important than another and often when one right is not met several others are not met as well.

The rights of one person do not take priority over the rights of another person. Most adults can advocate for their own rights. Children and youth are a vulnerable group and rely on adults to help them. It can be difficult for some adults to respect the rights of children when they feel their own rights have not been respected.⁶² Supporting the rights of children, empowers today's young people to protect and respect the rights of others as they enter adulthood.

BEST INTEREST OF THE CHILD

As per the United Nations *Convention on the Rights of the Child*, Article 3, states:

All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

This article highlights that the actions of decision-making bodies, such as government, must be in the best interest of the child.

According to the Supreme Court of Canada⁶³, decision-makers should consider a broad range of criteria specific to each young person's situation when determining the

best interest of the child. Specific criteria, while not an exhaustive list, are noted in Canada's *Divorce Act* and the *Act Respecting First Nations, Inuit and Métis Children, Youth and Families* and in Nunavut's *Child and Family Services Act*.

VOICE OF THE CHILD

Article 12 of the United Nations *Convention on the Rights of the Child* states:

You have the right to give your opinion, and for adults to listen and take it seriously.

The voice of the child is the young person's opinion. All young people have the right to express their opinion when decisions are being made about them. Adults, especially government decision makers, should seek, hear, and consider the young person's opinion when making a decision on their behalf.

Incorporating the voice of the child does not mean that the young person gets to make the decision. It also does not exclude the opinion and involvement of the young person's parents or caregivers. Including the young person and their opinion in the decision being made about them means that the decision is considerate of the young person's opinion and aims to support the Inuit societal value of *Pilimmaksarniq/Pijariuqsarniq*, development of skills through observation, mentoring, practice, and effort, by teaching responsible decision making and holding the young person accountable for their actions and responsibilities as rights holders.

The RCYO prioritizes incorporating the voice of the child into our work. Sometime we are unable to obtain the voice of the child because:

- ❄ the young person is too young to speak;
- ❄ the problem being solved is too complicated for the young person to understand;
- ❄ the problem may be triggering (e.g. an assault or abuse); and/or
- ❄ the young person does not want to provide their opinion.

In these situations, we try to collect the opinion of the child through their parents/guardians/caregivers.

⁶¹ Throughout this document and in all work of the RCYO, when referencing articles in the United Nations *Convention on the Rights of the Child*, the child-friendly language, as per Figure 1, is used. The official *Convention on the Rights of the Child* can be downloaded in English and French from UNICEF.org.

⁶² UNICEF and Save the Children. (2011). *Every Child's Right to be Heard*. London, UK: Save the Children UK, Save the Children, and UNICEF. Retrieved from <https://resourcecentre.savethechildren.net/node/5259/pdf/5259.pdf>

⁶³ *Barendregt v. Grebliunas*, 2022 SCC 22 (CanLII), <<https://canlii.ca/t/jpbbg>>, retrieved on 2024-08-26

FIGURE 1: United Nations *Convention on the Rights of the Child*

Article 1
Everyone under 18 has these rights.



Article 2
All children have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability, or whether they are rich or poor. No child should be treated unfairly on any basis.



Article 3
All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

Article 4
The government has a responsibility to make sure your rights are protected. They must help your family protect your rights and create an environment where you can grow and reach your potential.



Article 5
Your family has the responsibility to help you learn to exercise your rights, and to ensure that your rights are protected.

Article 6
You have the right to be alive.

Article 7
You have the right to a name, and this should be officially recognized by the government. You have the right to a nationality (to belong to a country).

Article 8
You have the right to an identity – an official record of who you are. No one should take this away from you.



Article 9
You have the right to live with your parent(s), unless it is bad for you. You have the right to live with a family who cares for you.

Article 10
If you live in a different country than your parents, you have the right to be together in the same place.

Article 11
You have the right to be protected from kidnapping.

Article 12
You have the right to give your opinion, and for adults to listen and take it seriously.



Article 13
You have the right to find out things and share what you think with others, by talking, drawing, writing or in any other way unless it harms or offends other people.

Article 14
You have the right to choose your own religion and beliefs. Your parents should help you decide what is right and wrong, and what is best for you.

Article 15
You have the right to choose your own friends and join or set up groups, as long as it isn't harmful to others.



Article 16
You have the right to privacy.



Article 17
You have the right to get information that is important to your well-being, from radio, newspaper, books, computers and other sources. Adults should make sure that the information you are getting is not harmful, and help you find and understand the information you need.

Article 18
You have the right to be raised by your parent(s) if possible.

Article 19
You have the right to be protected from being hurt and mistreated, in body or mind.

Article 20
You have the right to special care and help if you cannot live with your parents.



Article 21
You have the right to care and protection if you are adopted or in foster care.

Article 22
You have the right to special protection and help if you are a refugee (if you have been forced to leave your home and live in another country), as well as all the rights in this Convention.

Article 23
You have the right to special education and care if you have a disability, as well as all the rights in this Convention, so that you can live a full life.



Article 24
You have the right to the best healthcare possible, safe water to drink, nutritious food, a clean and safe environment, and information to help you stay well.

Article 25
If you live in care or in other situations away from home, you have the right to have these living arrangements looked at regularly to see if they are the most appropriate.

Article 26
You have the right to help from the government if you are poor or in need.

Article 27
You have the right to food, clothing, a safe place to live and to have your basic needs met. You should not be disadvantaged so that you can't do many of the things other kids can do.

Article 28
You have the right to a good quality education. You should be encouraged to go to school to the highest level you can.



Article 29
Your education should help you use and develop your talents and abilities. It should also help you learn to live peacefully, protect the environment and respect other people.

Article 30
You have the right to practice your own culture, language and religion. Minority and indigenous groups need special protection of this right.

Article 31
You have the right to play and rest.

Article 32
You have the right to protection from work that harms you, and is bad for your health and education. If you work, you have the right to be safe and paid fairly.



Article 33
You have the right to protection from harmful drugs and from the drug trade.

Article 34
You have the right to be free from sexual abuse.

Article 35
No one is allowed to kidnap or sell you.


Article 36
You have the right to protection from any kind of exploitation (being taken advantage of).

Article 37
No one is allowed to punish you in a cruel or harmful way.

Article 38
You have the right to protection and freedom from war. Children under 15 cannot be forced to go into the army or take part in war.

Article 39
You have the right to help if you've been hurt, neglected or badly treated.

Article 40
You have the right to legal help and fair treatment in the justice system that respects your rights.



Article 41
If the laws of your country provide better protection of your rights than the articles in this Convention, those laws should apply.

Article 42
You have the right to know your rights! Adults should know about these rights and help you learn about them, too.



Article 43-54
These articles explain how governments and international organizations like UNICEF will work to ensure children are protected with their rights.

THE CONVENTION ON THE RIGHTS OF THE CHILD
in child friendly language

Every child in Canada and around the world from birth to 18 has rights. Rights are what you should have or be able to do to survive, thrive and meet your full potential. All rights are equally important and are connected to each other. You are born with these rights, and no one can take them away.

UNICEF Canada wants to support you and your school as you explore rights, respect and responsibility for yourself and others here and around the world. UNICEF Canada's Rights Respecting Schools (RRS) initiative uses the United Nations Convention on the Rights of the Child (the Convention) to make sure everyone feels included and respected. This includes giving you meaningful opportunities to voice opinions about your school, and to make it the best school it can be!



unicef.ca/schools

This text is not an official version of the UN Convention on the Rights of the Child. Access the official text at unicef.org/crc.

About Our Office

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NATIONAL ADVOCACY STANDARDS ESTABLISHED BY THE CANADIAN COUNCIL OF CHILD AND YOUTH ADVOCATES

The CCCYA is an alliance of child advocates from across Canada that identify areas of mutual concern and work to develop ways to address issues at the national level.

National Advocacy Standards, established by the CCCYA, provide a framework which ensures consistency in child advocacy services across the country. They also provide a basis for accountability, a direction for staff training, and a means to evaluate our services.

The National Advocacy Standards are:

Clarity of Purpose

The member shall have clearly articulated objectives and purposes that are outlined in the governing framework. The member shall ensure that accurate information related to the member's scope, limitations, and jurisdiction is readily available to the public.

Putting Children First

The member shall ensure that advocacy staff in the Member's Office consider the views of the children they are advocating for to the maximum extent possible for guidance. Advocacy staff shall be non-judgmental and respectful of the child's experiences and viewpoints. In all matters, including those where it is not possible for children to communicate their needs and opinions, the member will advocate with the best interests of the child as the paramount consideration.

Empowerment

The member shall endeavor to increase the capacity of individual children and/or groups of children to make choices and transform those choices into desired actions and outcomes. Advocacy staff shall strive to enhance children's knowledge and understanding of their rights, skills, and strengths for the purpose of increasing self-sufficiency and enabling them to gain power over their lives. Advocacy staff shall act as supports and partners who have knowledge and skills which can be used in finding solutions and driving positive change.

Equal Opportunity

The member shall treat every individual in a positive and non-discriminatory manner, considering all aspects of the individual, including but not limited to their sex, sexual orientation, gender-identity, nationality, ethnic origin, race, religion, marital or family status, physical or cognitive disability, culture, and social disadvantage.

Accountability

The member shall be accountable to the children they serve and answerable for the full range of responsibilities assigned to it given the public resources, private information, and legislative authority with which it has been entrusted.

Accessibility

The member shall ensure that its premises, publications, service delivery and outreach initiatives are publicly available throughout their geographic jurisdiction and are accessible to all children within their mandate to the maximum extent possible.

Support for Advocates

The member shall ensure that children they serve receive services from staff who are supported in their roles through the provision of ongoing supervision and organizational support, with access to professional development, especially as related to children's rights.

Confidentiality

The member shall keep confidential all information obtained in the course and performance of its work, except when required to disclose the information by law or in the furtherance of its mandate.

Complaints

The member shall have a publicly available written policy regarding its process for providing feedback or the making of a complaint concerning its provision of services.

INUIT SOCIETAL VALUES

The RCYO respects *Inuit Qaujimajatuqangit* which is why it is a legislative requirement within the RCYA. The work of the Office is also guided by the same eight Inuit societal values as departments. These principles have commonalities with the United Nations *Convention on the Rights of the Child*, highlighted in Table 2 which was developed based on input from our Elder Advisors.

TABLE 1: Complementary Principles in Inuit Societal Values and the United Nations *Convention on the Rights of the Child*

Inuit Societal Values	United Nations <i>Convention on the Rights of the Child</i>
<i>Aajiiqatigiinniq</i> encourages decision making through discussion and consensus.	Article 12: Young people have the right to give their opinion and for adults to listen and take it seriously.
<i>Pijitsirniq</i> is about serving and providing for family and community. It is about leading through doing for other people. It is about serving others for the greater good.	Article 3: All adults should do what is best for young people. When adults make decisions, they should think about how their decisions will affect young people. Article 4: The government has a responsibility to make sure the rights of young people are protected. They must help families protect the rights of young people and create an environment where young people can grow and reach their potential. Article 26: Young people have the right to help from the government if they are poor or in need.
<i>Pilimmaksarniq/Pijariuqsarniq</i> is about learning and mastering new skills through observation, mentoring, practice, and effort.	Article 12: Young people have the right to give their opinion and for adults to listen and take it seriously. Article 29: A young person’s education should help them use and develop their talents and abilities. It should also help them learn to live peacefully, protect the environment, and respect other people. Article 30: Young people have the right to practice their own culture, language, and religion. Minority and Indigenous groups need special protection of this right.
<i>Tunnganarniq</i> emphasizes the role that being open, welcoming, and inclusive plays in fostering positive relationships.	Article 2: All young people have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, what their gender or gender identity is, what their culture is, whether they have a disability, or whether they are rich or poor. No young person should be treated unfairly on any basis.

Our Elder Advisors

The Representative for Children and Youth Office (RCYO) recognizes the importance of utilizing Elders' traditional knowledge to resolve concerns. Historically, our office had Elder Advisors, but there were no established expectations for when they were to be consulted and thus were not utilized in all aspects of our work. Since the pandemic these connections have been lost.

In the 2024-2025 fiscal year the RCYO started work on establishing a process for identifying Elder Advisors from across the Territory. We are developing standards of practice for the RCYO staff to move beyond consultation and formalize the role for Elders in all programs, to ensure they are actively and meaningfully engaged in all the work of our office. Our goal is to have Elder Advisors in place in the 2025-2026 fiscal year.

INUIT CHILD FIRST INITIATIVE (ICFI)

The ICFI is a federally funded program which “ensures Inuit children have access to essential government funded health, social and educational products, services and supports they need, when they need it.”⁶⁴ ICFI is similar to Jordan’s Principle for First Nations children, that places the needs of children and youth before any and all bureaucratic processes.

While the RCYO is not affiliated with the Initiative on any level, the child first approach it takes is also a guiding principal in all of the work our office does.

⁶⁴ Government of Canada. (2024). *Indigenous Services Canada*. Ottawa, ON: Government of Canada. Retrieved from <https://www.canada.ca/en/indigenous-services-canada.html>

OUR STAFF

The RCYO has twelve positions, not including the Representative. As of March 31, 2025, six positions were staffed. Five positions were filled indeterminately, one position was filled through term employment.

This year, we hired a Director of Child and Youth Advocacy Services.

The Manager of Individual Advocacy Services who had been on an Interdepartmental Transfer Assignment resigned. The Child and Youth Advocacy Specialist (Child Advocate), acting in the position was hired indeterminately into the position.

The Manager of Communications and Public Awareness started a one-year leave. One of our Senior Systemic Investigators/Researchers stepped into the role on an acting assignment.

One of our Senior Systemic Investigators/Researchers that had been on an extended leave resigned. We hired a Senior

Systemic Investigator/Researcher who had been working at our office on a Casual Staffing Assignment.

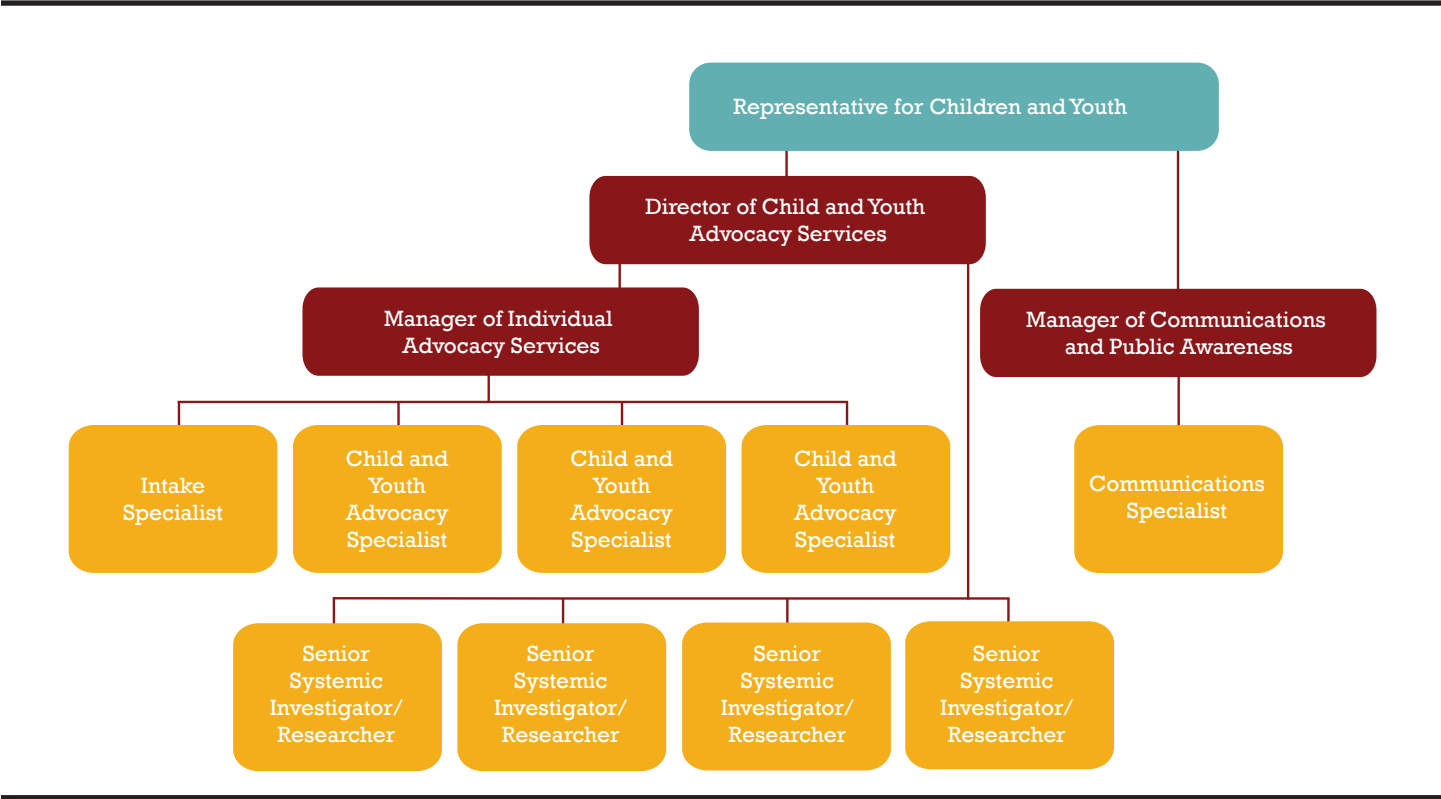
Two of the four Senior Systemic Investigators/Researchers positions remain vacant waiting for housing to be assigned.

One of the Child and Youth Advocacy Specialist (Child Advocate) positions was filled indeterminately, and one was filled with a one-year term. Two of the Child and Youth Advocacy position are waiting for housing assignment before proceeding to recruitment.

Our Intake Specialist position has remained vacant for more than two years waiting for housing assignment.

The allocation of housing to RCYO positions is the single greatest barrier to staffing positions on an indeterminate basis.

FIGURE 2: Organizational Chart



REPORTING ON OUR ACTIVITIES

The RCYO works in four different program areas including Individual Advocacy, Systemic Advocacy, Communications and Public Awareness, and Reviews of Critical Injuries and Deaths.

INDIVIDUAL ADVOCACY

When government services for young Nunavummiut are not ethical, equitable, or consistent, or when a child, youth, or their family are unable to access a service, the complaint can be brought to our attention for review. These complaints are our individual advocacy cases.

Our office can get involved to figure out what happened or, more often, what did not happen. Our Child Advocates work with those involved, such as the young person, their family, and the service providers to find a solution. We may also seek advice from our Elder Advisors.

After reviewing the situation, and hearing and considering the voice and best interests of the young person involved, our Child Advocates suggest actions to the service providers involved to resolve the problem. Every individual advocacy case is unique, and our Child Advocates customize their response to fit each situation.

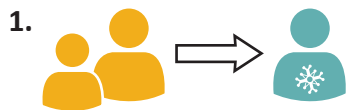
Our individual advocacy work is conducted with the following Inuit Societal Values in mind:

- ❄ ***Inuuqatigiitsiarniq***: Respecting others, relationships, and caring for people.
- ❄ ***Tunnganarniq***: Fostering good spirits by being open, welcoming, and inclusive.
- ❄ ***Pijitsirniq***: Serving and providing for family and/or community.
- ❄ ***Aajiiqatigiinni***: Decision making through discussion and consensus.
- ❄ ***Pilimmaksarniq/Pijariuqsarniq***: Development of skills through observation, mentoring, practice, and effort.
- ❄ ***Piliriqatigiinni/Ikajuqtigiinni***: Working together for a common cause.
- ❄ ***Qanuqtuurniq***: Being innovative and resourceful.

The individual advocacy process involves three phases: intake and assignment, investigation and problem solving, resolution and follow-up, as detailed in Figure 3.

FIGURE 3: The Individual Advocacy Process


Intake and Assignment



Someone contacts our office with a complaint about a department's service or a service they are unable to receive. Our Intake Specialist records the information and determines if the complaint falls within our mandate.



If the complaint falls within our mandate, an individual advocacy case is opened and assigned to one of our Child Advocates.

3. If the complaint does not fall within our mandate, the individual may be directed to someone outside of our office who can help them. If the person is looking for information about our work, child rights, or department services and programs for young people, the Intake Specialist provides the relevant information or connects the person with someone who can help them. If someone is referred outside of our office, the Intake Specialist follows up to make sure help/answers were received. 

Investigation and Problem Solving



The Child Advocate talks with the young person or their family, when possible, to confirm the details of the situation and to determine which child rights are not being supported and which department(s) is responsible.



The Child Advocate then talks with relevant department(s) and reviews documents and information to confirm the facts.



The Child Advocate works to resolve the problem in one of two ways:

3a. Basic advocacy support

The Child Advocate may assist with initial phone calls to service providers, make required referrals, or provide self-advocacy coaching to the young person or their family.

3b. Comprehensive advocacy support

When basic advocacy support isn't sufficient to resolve a complaint, comprehensive advocacy support is initiated. Comprehensive advocacy support may require meetings with the young person, their family, or service providers; attending or arranging case conferences; in-depth self-advocacy coaching; consultations with one of our Elder Advisors; escalating matters within the department(s); or finding other innovative and resourceful ways to resolve the problem.

Resolution and Follow Up



The Child Advocate follows up with the young person or their family and the service providers to make sure the agreed upon solution is being implemented and the outcome is adequate.



If applicable, the Child Advocate notifies our Systemic Advocacy team that there is a potential systemic issue.



Young person
and/or their family



RCYO staff



Service provider(s)

INDIVIDUAL ADVOCACY

ACTIVITIES FOR 2024-2025

The Individual Advocacy program opened significantly more cases this year than in past years. The cases continue to be comprehensive, requiring extensive collaborative work and time to resolve problems.

This fiscal year, general themes in our individual advocacy work included:

- ❄ Lack of departmental collaboration in providing services and supports to young people involved in high-risk behaviours that need additional assistance;
- ❄ Failure to investigate child protection concerns, incomplete investigations;
- ❄ Absence of transition/discharge/permanency planning;
- ❄ Expired plans of care, no record of midway reviews;
- ❄ Inaccurate information on documents;
- ❄ Prioritization of family placements despite safety concerns;
- ❄ Adults in homes where children are residing having positive criminal record checks for violent/sexual offences;
- ❄ Education staff having to manage difficult behaviours in classrooms;
- ❄ Schools not being provided adequate information about children in the care of the Director of Family Services;
- ❄ Out of territory placements by the Department of Health;
- ❄ Accessing health care not available in Nunavut;
- ❄ Suicidal ideation and behavior (self harm);
- ❄ Mental health being labeled as a behavioural issue, despite mental health diagnoses;
- ❄ Poor delivery of language, no interpretive services.

Case Sample 1: Jan*

Jan is 11 years of age. A couple months ago, Jan had a couple of altercations at their school and at home. Teachers, the vice principal and fellow students were having trouble with Jan. The school exhausted all its resources to support Jan, and Jan's mother didn't know how to support their needs and also control their behavioural outbursts.

Jan needed extra support from the school and from home. Mom sought help from the Departments of Health and Family Services to support her child better. The school wanted to conclude the support to Jan by expelling them from school.

Our office advocated for Jan by bringing the family together with the Departments of Education, Family Services, and Health to create a plan. This resulted in Jan being given the supports they needed, educationally, at home and with mental health.

Jan's story is an example of the work we do to help young people with:

- ❄ Departments not collaborating to provide comprehensive services; and
- ❄ Education staff managing difficult behaviours.

As of March 31, 2025, this case remained open with the RCYO.

* Some details have been changed to protect the young person's identity.

⁶⁵ As of 2024-2025, the RCYO no longer distinguishes between basic advocacy support cases and comprehensive advocacy support cases as the distinction was no longer reflective of the work that the Representative for Children and Youth office is doing. There is no "basic" child or youth, just as there is no "basic" issue that our office is involved with. The distinction was initially created because it was thought that there would be a clear separation of cases. However, as an increasing amount of referrals have come to our attention, it is clear that finding "quick solutions" to complex problems is a rarity.

TABLE 2: Breakdown of Individual Advocacy Cases Worked On and Closed this Fiscal Year

Total Individual Advocacy Cases Worked On	90
Ongoing cases from previous years	28
New individual advocacy cases	62
Comprehensive advocacy ⁶⁵ support cases	-
Basic advocacy support cases ⁶⁵	-
Total Individual Advocacy Cases Closed	47
Reason for closure	
Resolved with GN services	34
Out of scope	5
All advocacy avenues exhausted	4
Resolved without GN services	2
Unable to contact concerned person	2

In addition to providing advocacy services to our clients, this year, we responded to 11 information files, which are questions or requests for information about our work, child rights, or services and programs for young Nunavummiut.

TABLE 3: New Individual Advocacy Cases Opened, by Region*

Total New Individual Advocacy Cases	68
Iqaluit	36
Qikiqtaaluk (excluding Iqaluit)	28
Kitikmeot	5
Kivalliq	5

* The sum of these numbers is higher than the total number of cases because all out-of-territory cases are also counted in the young person's home region and some youth also moved between regions.

Case Sample 2: Blair*

Blair is six months old. Last year Blair was brought to a health centre by their mother due to health concerns. They were placed on a monitor by health professionals before eventually being told that it was okay to be discharged and return home. Blair's mother explained to the nurse that she believes the health concern is worsening and doesn't agree with the discharge. The nurse insisted that if it got worse, she should bring Blair back.

The next day, Mom brought Blair back to the health centre as the condition worsened. The doctor requested an x-ray and discovered that Blair had a serious condition that required treatment out of the territory. Blair was then flown south.

Mom and family were upset about Blair's health and that their concerns were not taken seriously by the health centre.

We advocated for Blair's parents to better understand the situation with regards to treating Blair's health. We advocated for the family to sit down with the health care team to explain Blair's health concerns and the approach to how the health centre handled Blair's health matters from the beginning to the end.

Blair's story is an example of the work we do to support young people with:

- ❄ Decision-making not in the best interests of the child and their family;
- ❄ Departments not communicating and collaborating with parents; and
- ❄ No discharge planning.

As of March 31, 2025, this case remained open with the RCYO.

* Some details have been changed to protect the young person's identity.

TABLE 4: New Individual Advocacy Cases, by Language of Service*

English	62
Inuktitut	5
French	0
Inuinnaqtun	0

* The sum of these numbers is higher than the total number of cases because some cases were handled in more than one language.

TABLE 5: New Individual Advocacy Cases, by Department*

	Number of Cases
Department of Family Services	66
Department of Health	7
Department of Education	3

*Total cases exceed 62 due to two cases involving more than one department.

TABLE 6: Person Who Raised New Individual Advocacy Case to Our Attention

	Number of cases
Service provider	51
Parent/family member	12
Other (eg. RCYO initiative, community member)	5
Foster parent	3
Young person	2

*Total cases exceed 62 as, in some circumstances, the party who raised a new individual advocacy concern belonged to more than one of the above categories.

Case Sample 3: Sam*

Sam is 14 years of age. Sam was referred to the RCYO as they were not attending school regularly, and there were concerns that Sam’s home situation was not meeting their needs, nor were any interventions taking place to assist Sam. Initially, the RCYO identified that there was a significant lack of communication and collaboration by the departments providing services to Sam and their family. Within two months of Sam’s case opening, Sam and three of their siblings were removed from their home by the Department of Family Services (DFS) because of an investigation. As a result, the RCYO opened an additional three individual advocacy cases.

When a placement was not initially available for Sam and an older sibling they stayed with DFS staff for a short period of time. When an extended family placement was eventually identified, Sam was placed there. Concerns were raised about the safety of the extended family home, DFS did not assess prior to the placement. Once these concerns were pointed out, it resulted in Sam being moved again, along with another child living in the home. A total of five individual advocacy cases were opened because of one referral.

Sam’s story is an example of:

- ❄ Decision making not reflecting the voice of the child and their best interests, including placement;
- ❄ Lack of communication and collaboration between departments;
- ❄ Investigations not being completed;
- ❄ Lack of due diligence to ensure placements of children in care are safe;
- ❄ Prioritizing family placements despite safety concerns; and
- ❄ Adults with positive criminal record checks living in homes where children are residing.

As of March 31, 2025, the investigation was ongoing; all five cases remained open with the RCYO.

* Some details have been changed to protect the young person’s identity.

INDIVIDUAL ADVOCACY RECOMMENDATIONS

When collaboration with service providers is not enough to resolve an individual advocacy problem, the Representative may make recommendations to a department.

This year, the Representative did not make any individual advocacy recommendations.

COMPLEX FILE REVIEWS

When our Child Advocates are concerned that legislation, policies, procedures, or gaps in services contributes to a problem, they may refer the file to the Systemic Advocacy program for consideration of a complex file review. Complex file reviews help to address the individual problem and identify potential systemic issues. Conducting these extensive file reviews require the expertise of both our individual advocacy and systemic advocacy teams.

This work supports *Piliriqatigiinniq/Ikajuqtigiinniq*, working together for a common cause; *Pijitsirniq*, serving and providing for family and community, and *Qanuqtuurniq*, being innovative and resourceful to supports solutions that uphold child rights and the best interests of the child.

As per section 26 of the RCYA, departments must provide the Representative with all relevant information when it is requested. Once documentation is received, our team uses the following process to review it:

1. To organize the file, all documentation is sorted by date.
2. Each document is then reviewed by the review team.
3. An assigned team member creates a timeline.
4. The Child Advocate, who initially worked on the individual advocacy case, provides essential information for the timeline about the young person's story and how decisions made by the department(s) have impacted them. They also provide context around interactions with the department(s) in their advocacy work.
5. If/When gaps in documentation are identified, we inform the responsible department(s) and request the missing information. Gaps are often identified by cross-referencing existing documents and incidents mentioned in the documentation. If the department(s) provides the missing information, it is added to the timeline. If the department(s)

does not provide the missing documentation, we report this in our findings and will likely make a recommendation about adequate and consistent file management.

6. The timeline is reviewed together, with one team member assigned to make note of individual advocacy problems and another assigned to record systemic concerns as they are identified.
7. The findings of the review are compiled and presented to the Representative.
8. The team works with the Representative to formulate possible recommendations. This collaboration ensures the recommendations made support the delivery of ethical, equitable, and consistent services that support the rights and best interests of the child involved. All recommendations, if implemented, aim to prevent the problem from recurring.
9. The Representative invites the responsible department(s) to meet. The review's findings and proposed recommendations are presented to the department(s) for discussion and feedback which will be considered before the recommendations are finalized.
10. Once the recommendations are finalized, they are submitted by the Representative to the responsible department(s) with a deadline for the department(s) to respond.
11. If the department(s) accepts the recommendations:
 - a. The individual advocacy team monitors the department's progress on recommendations specific to the young person.
 - b. The systemic advocacy team monitors the progress made on recommendations related to systemic issues.

COMPLEX FILE REVIEWS IN PROGRESS

This year, the RCYO started a complex file review involving several young people under the age of 10 whose caregiver was defined by the Department of Family Services, Standard 203 as a "sensitive client/organization". As of March 31, 2025, the review was still in progress.

SYSTEMIC ADVOCACY

When a concern is identified that could impact multiple young people and the delivery of ethical, equitable and consistent services, the RCYO reviews the concern to determine if it is a systemic issue.

Systemic issues are complex and multifaceted. If not identified and addressed, they have the potential to have a negative impact on multiple young people. Systemic issues are related to a department's practices, policies, standards, procedures, legislation, or their absence.

Systemic issues are primarily brought to our attention through our Individual Advocacy casework. We may also learn about systemic issues from young people, families, community members, Members of the Legislative Assembly, Youth Parliamentarians, departments, and the media.

For each systemic issue, the responsible department(s) are identified. Addressing some issues may require multiple departments to work collaboratively to change practices, policies, standards, procedures, or legislation. The RCYO can make systemic recommendations:

- ❄ as the result of a brief or comprehensive review;
- ❄ through a submission when departments invite us to do so or there is a public call for submissions;
- ❄ or through a practice letter when adequate evidence is discovered through individual advocacy casework that a problem has the potential to occur again.

Recommendations suggest improvements to, or the creation of, legislation, policies, procedures, programs, practices and services. Often, the systemic recommendations made by the Representative only address a small part of a larger systemic issue. Often, when systemic recommendations made are implemented by a department, it is only one step to resolving the systemic issue.

Our team works collaboratively with departments to develop recommendations in accordance with the Inuit societal values of:

- ❄ **Aajiiqatigiinniq**: Decision making through discussion and consensus;
- ❄ **Qanuqtuurniq**: Being innovative and resourceful;
- ❄ **Piliriqatigiinniq/Ikajuqatigiinniq**: Working together for a common cause; and
- ❄ **Pijitsirniq**: Serving and providing for family and/or community.

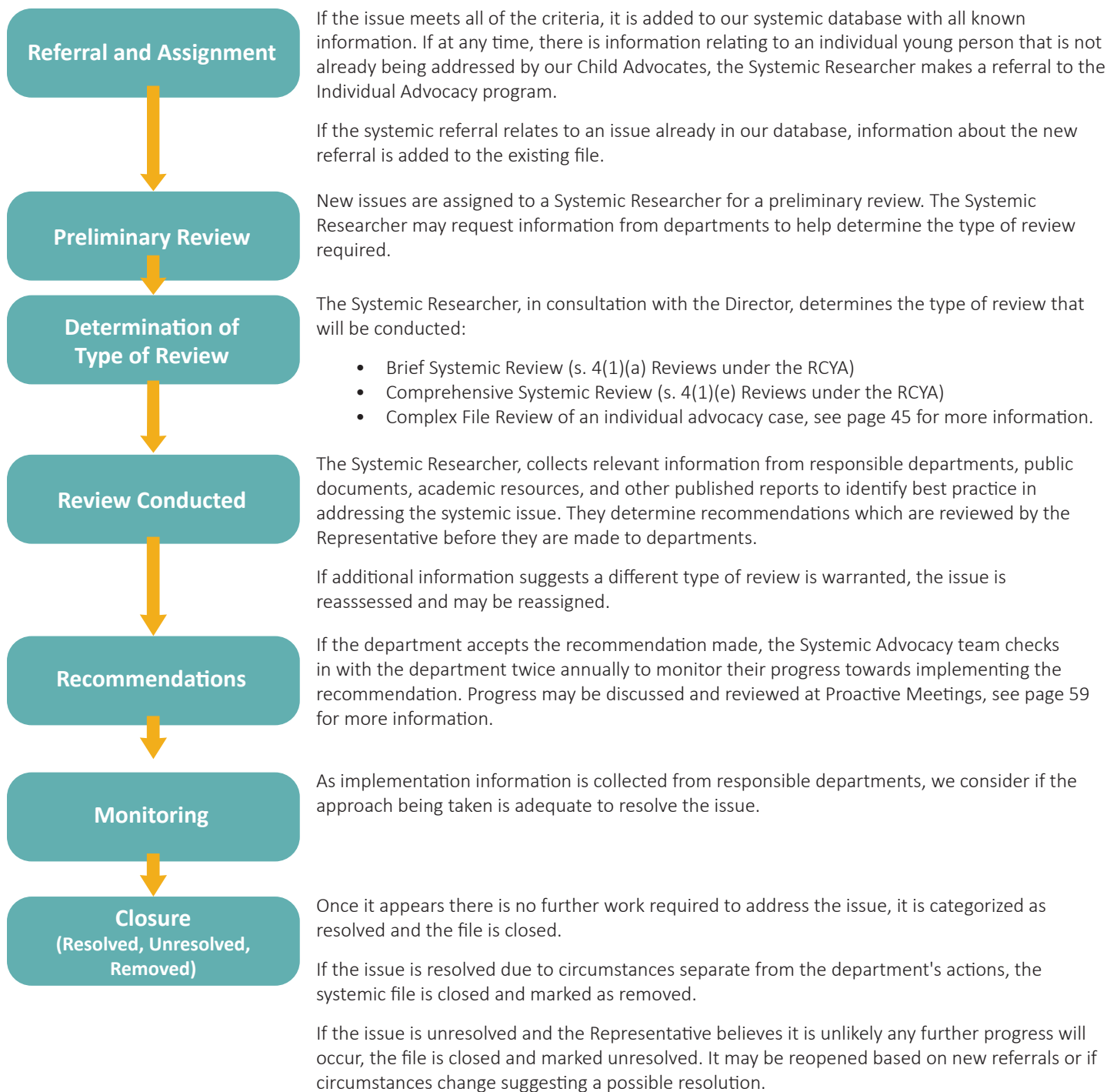
Departments may agree or disagree with our recommendations. If they agree, we monitor their implementation progress by requesting updates. All updates, including recommendations disagreed with, are reported publicly in this section of our annual report.

Our systemic database is a year-over-year accumulation of all systemic issues identified by or brought to the RCYO's attention. The database also tracks our systemic recommendations and progress made by responsible departments to fulfill them. The RCYO maintains consistent contact to report on departmental progress.

FIGURE 4: Process for Resolving a Systemic Issue

When a systemic concern is brought to our attention, it is reviewed by the Systemic Advocacy team to determine if it is a systemic issue which must meet the following criteria:

- Does the issue relate to a department's policy, procedure, or legislation or the absence of a policy, procedure, or legislation?
- Is the issue likely to occur for other young Nunavummiut if it is not addressed?
- Will addressing the issue support advancing young people's rights?



At any time throughout the process of resolving a systemic issue, the Representative may choose to report publicly on the issue, a department's progress in implementing recommendations, or the resolution itself.

SYSTEMIC ADVOCACY ACTIVITIES FOR 2024-2025

In 2024-2025, 20 new systemic concerns were referred to the Systemic Advocacy program. These referrals were identified through our intake process, the individual advocacy team, the public and by the Legislative Assembly of Nunavut

Each referral does not represent an open file for the RCYO at this point in time as they may not have yet been assigned.

When a Systemic Researcher works on a referral identified by a member of the individual advocacy team, the Child Advocate is an integral starting point for the review. They provide essential information about the young person's story and how decisions made by the department impacted the young person.

TABLE 7: How new systemic referrals were brought to our attention this year

Total number of systemic referral made	20
RCYO Child Advocates through case work	10
Legislative Assembly	5
Media	4
Community members	1
Total number of systemic issues confirmed	20

RECOMMENDATIONS MADE THIS FISCAL YEAR

Community Office Coverage Recommendations to the Department of Family Services

During a routine RCYO community engagement visit we met with children, youth, community members, and Government of Nunavut service providers. Through our conversations many of them raised concerns about the Family Wellness office. Following the community visit, the Representative made three recommendations in a letter to the Deputy Minister of Family Services.

Findings that informed the recommendations included:

- ❄ When calling the office in the community the phone continuously rang without being answered and eventually disconnected.

TABLE 8: Total systemic issues, by department*

Total number of Issues	109*
Department of Family Services	52
Department of Health	30
Department of Education	26
Department of Justice	11
Department of Community and Government Services	5
District Education Authorities	3
Department of Human Resources	1
Legal Services Board	1
Nunavut Arctic College	1
Nunavut Housing Corporation	1

* Numbers do not always add up to the total, as more than one department is involved in most issues.

- ❄ There was no CSSW present, there was a sign on the door directing people to contact an office in a different community, the number was provided. There was no indication of how long the office would be without anyone to answer calls or provide services.
- ❄ We heard from numerous community members and service providers that numerous reports have been made to the Family Wellness office and there has been a lack of or no follow-up being done, and that service providers and community members who are reporting concerns about children and families are being told “they are calling too much.”
- ❄ Community members spoke openly with the RCYO about victims of child sexual abuse some as young as 5 years old and often have multiple perpetrators (up to six).
- ❄ There is no standard in the Child and Family Services Manual that addresses requirements for service provision when there is an absence of workers.

The recommendation are detailed on page 49.

TABLE 9: Community Office Coverage Recommendations to the Department of Family Services

Based on correspondence with the Department of Family Servicesa on July 24, 2025

Department Response: Agree

Status: 2024-2025 Recommendations made, updates provided

Recommendations Made:

1. The Department of Family Services develop and implement clear expectations and standards for providing services when a community office does not have a Community Social Services Worker or staff are absent from the community for an extended period. This Standard should include requirements for:
 - a. case summaries
 - b. coverage
 - c. out-of-office notifications
 - d. requirements for notifying collaterals of who to contact
 - e. any other documentation or preparation required

Outcome: A Standard on Service Interruption has been developed, under review and not implemented as of March 31, 2025, continue to monitor.

2. The Department of Family Services conduct a comprehensive review of the Family Wellness office in the identified community, including a file review and meetings with service providers, to identify the quality-of-service provision and identify any issues within 90 days.

Outcome: Incomplete, will no longer monitor

- The department was unable to fulfill the recommendation within the 90 days due to insufficient staffing.
- On July 13, 2024, a social worker was sent to the community, to address referrals and case matters requiring attention. A comprehensive file review was not completed.
- This recommendation will be recorded as incomplete and not reported on in future annual reports.
- In 2025-26, the department intends to conduct a comprehensive file audit across the territory for all regional offices.
- This recommendation will be recorded as incomplete and not reported on in future annual reports.
- The commitment to complete a territory-wide file audit will be entered into the systemic database, monitored and reported on by RCYO.

3. The Department of Family Services use the comprehensive review of the identified Family Wellness Office to develop a plan of action to address any concerns identified. This plan should include timelines and expected outcomes.

Outcome: Incomplete, will no longer monitor

- The department was unable to fulfill recommendation #2 and as a result did not develop a plan of action.
- In 2025-26, the department intends to conduct a comprehensive file audit across the territory for all regional offices.
- This recommendation will be recorded as incomplete and not reported on in future annual reports.
- The commitment to complete a territory wide file audit will be entered into the systemic database, monitored and reported on by RCYO.

RECOMMENDATIONS IMPLEMENTED THIS FISCAL YEAR

TABLE 10: Recommendations implemented, by year made

Department	Recommendation	Implementation Date/Method
2023-2024		
Department of Family Services	That the Department of Family Services develop and implement a standard and procedure that requires decisions be documented and provide the facts that support the decision.	March 21, 2025 Standard 505, Clinical Supervision
Department of Family Services	That the Department of Family Services develop and implement standards and procedures regarding the use and monitoring of placements outside the territory.	February 7, 2025 Standard 609 & 610
2022-2023		
Department of Family Services	Ensure that the <i>Child and Family Services Standards and Procedures Manual</i> standard 201a is implemented, which requires the documentation of all referrals made to the department in the case management system.	March 3, 2025 Standard 201,3, Tools The department was able to provide accurate numbers for the Status of Young Nunavummiut section.
	Ensure headquarters receives a copy of every referral and collates the information for reporting purposes including, but not limited to: annual reporting of referrals by fiscal year, by region, and by type of referral using the standardized coding tool, e.g. child physical harm, child sexual harm, child emotional harm, etc.	February 2025 Matrix was able to provide data sets reflective of the above mentioned recommendation
2021-2022		
Department of Family Services	The <i>Child and Family Services Standards and Procedures Manual</i> should be updated to include when and how referrals are to be made to the Umingmak Center, if there is a referral form it should be included in the manual.	March 3, 2025 Standard 202, Investigations (page 4)
Department of Family Services	The <i>Child and Family Services Standards and Procedures Manual</i> should be updated to specifically reference the Nunavut Child Abuse and Neglect Response Agreement and a copy of the agreement should be included in the manual for the staff to reference.	March 3, 2025 Standard 201,(page 10) Standard 202, (page 4)
Department of Family Services	Policies and procedures should be developed and implemented that clearly outline who is responsible for documentation and case management decisions in cases that involve more than one community and how children and families coming from one community to another will receive services from Family Wellness including investigations.	March 12, 2025 Standard 507, Transferring files to another community
Department of Family Services	All supervisors and managers, whether in indeterminate positions or acting, must be fully trained on their roles and responsibilities as they relate to ensuring that policies and procedures and legislation are followed.	Management training is provided to all supervisors and managers to ensure that they are aware of their responsibilities. Biweekly Senior Management Clinical Case Review Sessions began in August 2024

MONITORING OF SYSTEMIC ADVOCACY RECOMMENDATIONS

In 2024-2025, the RCYO monitored 24 systemic recommendations, seven recommendations were implemented (TABLE 10) and 17 continue to be monitored (TABLE 11)

In previous years, the RCYO reported on the status of recommendations using a scale that was subjective. That process required the RCYO to decide how much progress had been made on a given recommendation based on information received from departments.

Going forward the RCYO will report on recommendations implemented during the fiscal year and those actively being monitored. Statuses will no longer be assigned.

A review of how systemic issues and recommendations are reported on and monitored will be occur in the 2025-2026 fiscal year.

TABLE 11: Recommendations agreed to but yet to be implemented, by year made

Department	Recommendation
2023-2024	
Department of Family Services	That the Department of Family Services develop and implement a standard and procedure that sets out when Individualized Care Plans are to be completed.
Department of Family Services	That the Department of Family Services develop and implement a Placement Resource Form that documents vital information about the child, legal status, placements and reasons for moves. This Form should be provided to the foster home or residential home when the child is moved and is updated prior to any moves or on an annual basis.
Department of Family Services	That the Department of Family Services develop and implement a standard and procedure on Change of Information forms, revise the current form to be more useful.
Department of Family Services	That the Department of Family Services develop and implement standards and procedures for contact with foster homes, role of foster parents and update the Foster Parent Manual.
Department of Family Services	That the Department of Family Services develop and implement child in care recordings, assessments and plans and set standards when recordings must be completed.
Department of Family Services	That the Department of Family Services develop and implement a standard and procedure on Permanency Planning for children and families.
Department of Family Services	That the Department of Family Services update standard # 702 related to the Representative for Children and Youth Office to ensure that it clearly sets out that involvement with the RCYO should be on the case file.

2022-2023

Department of Family Services

The Children and Family Services Standards and Procedures Manual should be updated to include policies and procedures that ensure supports and services to families on an ongoing basis.

Department of Family Services

The Department of Family Services should assess the effectiveness of the current service model and consider alternatives to ensure that families requiring ongoing assessments, services and supports post investigation, or when a child has been returned to parental care, are receiving them.

The Department felt that this was implemented based on the response below.

A framework has been created and reviewed by the RCYO. Work is underway to incorporate RCYO feedback on the framework as well as developing a comprehensive service model that is reflective of Inuit Culture and enhances service delivery.

The RCYO disagrees with this assessment.

On February 2, 2025, a framework was provided to the RCYO but it was a high-level document on the type of model DFS wants to implement and what it would achieve. The RCYO provided no feedback as it was not an actual service delivery model.

Department of Family Services

The Department of Family Services develop and implement policies and procedures for children in the care of the Director.

Department of Family Services

The Department of Family Services develop and implement a policy and procedure that requires a transition plan be developed and implemented prior to any non-urgent placement changes of a child in the care of the Director.

Department of Family Services

The Department of Family Services develop and implement a policy and procedure that outlines the requirement to consult and obtain consent from parents or legal guardians when a child is placed outside of the parental home under a Voluntary Service Agreement and there is a need to change their placement, prior to the move.

Department of Family Services

The Department of Family Services develop and implement a policy and procedure that outlines what constitutes an urgent placement change for a child in the care of the Director and the appropriate steps to take when this occurs.

2021-2022

Department of Family Services

The Department of Family Services amend its Child and Family Services Standards and Procedures Manual to include clear timelines for the LCA purchase approval process.

Department of Family Services

The Department of Family Services create and implement a policy that clearly states who is eligible to receive support via an LCA so that all children and families, as per the Child and Family Services Act, are receiving equitable and consistent services, including those not in the care of the Director.

Department of Family Services

The Department of Family Services train and ensure all Family Wellness employees are aware of and implement these policies consistently.

Department of Family Services

All staff should be trained on the Nunavut Child Abuse and Neglect Response Agreement in conjunction with the RCMP in the respective communities to ensure it is used consistently when conducting child abuse investigations. This should be completed when a new CSSW, Supervisor or Manager is hired as part of their orientation/training and prior to receiving any form of delegation.

SYSTEMIC REVIEWS

During the 2024-2025 fiscal year six reviews from the previous year were continued and one review was initiated.

In all the reviews involving the Department of Family Services, lack of documentation was an issue that impeded the RCYO from completing a comprehensive review in a timely manner. In all of these cases, records of decisions and what evidence was relied upon to make the decision were absent.

1. Department of Family Services

Status: In progress

In August 2023, the RCYO initiated a review of the use and monitoring of an out-of-territory placement, specific to three individual advocacy cases.

2. Department of Health

Status: In progress

In November 2023, the RCYO initiated a review regarding young people placed in out-of-territory group care facilities by the Department of Health to receive mental health treatment.

3. Department of Family Services

Status: In progress

In December 2023, after completing a complex file review of an individual advocacy case, the RCYO initiated a further review of the adoption processes and the recognition of custom adoptions.

4. Department of Family Services

Status: In progress

On January 10, 2024, the RCYO sent a letter to the Department of Family Services initiating a review of the status of eight young Nunavummiut placed in an out-of-territory, unlicensed group home in Alberta.

5. Department of Health

Status: In progress

In February 2024, the RCYO initiated a review of the denial of mental health services for young people with documented mental health diagnoses.

6. Department of Health

Status: In progress

In February 2024, the RCYO initiated a review regarding insufficient discharge planning and after-care for young people following mental health treatment.

7. Department of Family Services

Status: In progress

In March 2025, the RCYO initiated a review regarding the current reporting structure of the Department of Family Services' Family Wellness Division. As part of that review our office also made a referral to the Office of the Information and Privacy Commissioner.

REVIEWS OF CRITICAL INJURIES AND DEATHS PROGRAM

TRIGGER WARNING: The following section contains information regarding the injuries and deaths of young people, including suicides, that may be triggering to some. If you or someone you know is struggling, here's where to get help:

- 9-8-8 Suicide Crisis Helpline: Call or text 9-8-8 at any time for support.
- Nunavut Kamatsiaqtut Help Line: Available 24/7 at 1-800-265-3333 (available in Inuktitut upon request).
- Hope For Wellness Helpline: 1-855-242-3310 (available in Inuktitut upon request).
- Kids Help Phone: 1-800-668-6868 (phone), text TALK to 686868.

The Reviews of Critical Injuries and Deaths program examines the circumstances leading up to and the response of departments to a critical injury or death of a young person in Nunavut. When a young person dies in Nunavut, the Office of the Chief Coroner (Coroner) reviews the circumstances to determine their identity and when, where, and by what means they died.⁶⁶ The purpose of our review is to determine if the young person received the services they were entitled to and if these services, or the lack thereof, contributed in any way to the injury or death. Our reviews are not about placing blame, assigning responsibility, or determining criminal or civil liability. The purpose is to identify deficiencies and gaps in services, standards, procedures, practice, or legislation.

After completing a review of a critical injury or death, the Representative may issue a public report with recommendations that suggest improvements to services, standards, procedures, practice, and legislation to prevent similar critical injuries or deaths from occurring in the future.

In Nunavut, deaths and critical injuries of young people are only independently reviewed by RCYO. We do not conduct reviews of every critical injury or death but carefully select incidents for review where there is evidence that government services or the lack of services may have contributed to the critical injury or death.

Section 4(1)(b) of the RCYA gives the Representative the power to review any matter related to the death or critical injury of any child or youth. There is no requirement for the child or youth to be receiving services from a department at the time of the death or critical injury.

Under section 19, 20, and 21 of the RCYA, the Director of Child and Family Services and the Coroner are required to report critical injuries and deaths to the RCYO as soon as is reasonably possible after learning of a young person's injury or death. We may also learn about critical injuries and deaths from service providers, community members, and through the media.

The RCYO classifies critical injuries into six categories:

- ❄ **Emotional harm:** An injury that may cause an emotional injury to a child/youth. For emotional harm to be considered mandate in the RCYO classification scheme, it must reasonably be seen as having the potential to cause serious or long-term emotional or psychological harm to the child/youth.
- ❄ **Physical harm:** An injury that caused physical injury to a child/youth which was self-inflicted or accidental. For physical harm to fall within the mandate of the RCYO classification scheme, it must cause more than minor soft tissue damage.
- ❄ **Physical Assault:** An injury that caused physical injury to a child/youth which was inflicted by another person.
- ❄ **Sexualized Violence:** A sexualized act committed on a child/youth. This may be a physical act, but it may include non-contact unwanted sexual experiences (such as invitation to touch, luring, or threats). Sexualized violence is non-consensual in that the

⁶⁶ According to s9(1)(b) of the *Coroner's Act*, the Chief Coroner investigates deaths of young people "to determine cause of death and the circumstances surrounding death." The investigations are required when the death is reportable under s8 of the Act: (a) occurs as a result of apparent violence, accident, suicide or other apparent cause other than disease, sickness or old age; (b) occurs as a result of apparent negligence, misconduct or malpractice; (c) occurs suddenly and unexpectedly when the deceased was in apparent good health; (d) occurs within 10 days after a medical procedure or while the deceased is under or recovering from anesthesia; (e) occurs during the course of employment; (f) is a stillbirth that occurs without the presence of a medical practitioner; (g) occurs while the deceased is detained or in custody involuntarily pursuant to law in a jail, lock-up, correctional facility, medical facility or other institution; or (h) occurs while the deceased is detained by or in the custody of a police officer.

child/youth did not or could not consent, and it is also non-consensual when the child/youth is not able to consent due to age, mental capacity, or other factors.

- ❄ **Substance-Related Harm:** The use of drugs, alcohol, or other substances in a way that causes or could have caused a critical injury.

- ❄ **Suicide Attempt, Suicidal Ideation:** A suicide attempt is defined as a non-fatal attempt to take one's life. Suicidal ideation refers to thinking about, considering, or planning suicide.

FIGURE 5: Process for Critical Injury and death reviews

When a critical injury or death is brought to our attention, it is reviewed by the Systemic Advocacy team to determine;

1. If the injury or death is within our mandate.
 - The injured or deceased is a child or youth as defined by the *Representative for Children and Youth Act*.
2. The critical injury meets the classification criteria (see page 54).

There is no requirement for the child or youth to be receiving services from a department at the time of the death or critical injury.

Currently the Director of Child and Family Services and the Coroner are required under sections 19 & 20 of the *Representative for Children and Youth Act* (RCYA) to report critical injuries and deaths to the Representative for Children and Youth Office.



The Representative reports publicly on recommendations made and department's progress on implementation in the annual report.

REVIEWS OF CRITICAL INJURIES AND DEATHS UPDATE FOR 2024-2025

CRITICAL INJURIES

The RCYO continued to track critical injuries reported by the Director of Child and Family Services as required under sections 19, 20, and 21 of the RCYA. In the 2024-2025 fiscal year, the Director of Child and Family Services logged 395 reports, 134 qualified as critical injuries as defined by the RCYO and were reported, 4 critical injuries dating back to 2019 were identified during a critical injury file review.

TABLE 12: Critical Injuries Reported by the Director of Child and Family Services, by Type

Total Reports Made	395
Total Reports made to the RCYO that qualified as critical injuries	134
Suicide Attempt, Suicidal Ideation	80
Emotional Harm	24
Physical Harm	12
Sexualized Violence	8
Substance-related Harm	5
Physical Assault	5

While all critical injuries are concerning, the staggering increase in suicide attempts and suicidal ideation during 2024-2025 is highly troubling. Compared to 2019-2020 and again in 2023-2024 this number has increased by 433%.

- ❄ 2019-20 – 15
- ❄ 2020-21 – 20
- ❄ 2021-22 – 27
- ❄ 2022-23 – 34
- ❄ 2023-24 – 15

Last year, the Department of Family Services confirmed that critical injury data had been inaccurate going back five years, meaning that the occurrence of these incidents

could have been higher. According to the Department of Family Services, the figures for 2024-2025 are now accurate. It is the hope of our office that this continues as reliable numbers of critical injuries being sustained by young people receiving services from Family Wellness is contingent upon consistent documentation, investigation and reporting.

In 2023, a follow up audit by the Office of the Auditor General (OAG) found;

*substantial work remained to be done. For example, case files and related documentation that was received from the department and Nunavut’s Representative for Children and Youth indicated that there were still serious concerns over how the department responds to referrals and undertakes investigations. Enhancing case management quality is a priority of the Family Wellness Ilaqiitsiarniq Strategic Action Plan 2023-2028.*⁶⁷

DEATHS

The Coroner determines the manner of each death, classifying them into five categories: Natural, Accidental, Suicide, Homicide, or Undetermined. In 2024-2025, the Coroner reported 25 deaths of young Nunavummiut.

TABLE 13: Deaths Reported by the Office of the Chief Coroner 2024-2025, by Manner

Total Deaths	25
Suicide	11
Undetermined	5
Accidental	5
Natural	3
Unclassified – pending final autopsy	1
Homicide	0

According to the Office of the Chief Coroner all five undetermined deaths were infants. Although the causes of death were not determined, it was noted that the infants were in unsafe sleep environments. In March 2024, prior to those deaths, the Department of Health initiated a Nunavut-wide public awareness campaign on safe sleeping practices for babies.

⁶⁷ Page 3 of Report of the Auditor General of Canada to the Legislative Assembly of Nunavut 2025.

Of the 11 suicides committed by young people in 2024-2025, five were firearm related, five were by hanging and the cause of one was not reported. Nine of the youth were male and two were female. The RCYO will be reviewing all 11 cases.

In the 2024-2025 fiscal year, the Office of the Chief Coroner was in the process of completing a full departmental review, including the digitization of legacy records.

As a result, significant progress was made on cause of death determinations that date back as far as 2019, including updated information for 2023-24 fiscal year.

TABLE 14: Deaths Reported by the Office of the Chief Coroner 2023-2024, by Manner

Total Deaths	24
Natural	8
Suicide	6
Accidental	5
Unclassified – pending final autopsy	4
Undetermined	1
Homicide	0

REVIEWS

1. Department of Family Services

Status: In progress

In February 2024, the RCYO sent a notification to the Department of Family Services initiating our first review of a critical injury. At the time of the injury the young person was in the care and custody of the Director, placed in an approved foster home. The injuries sustained were not self inflicted, there was evidence that the injuries were caused by the caregiver.

In July 2024, the RCYO concluded the review and presented findings and possible recommendations to the department for their consideration. In October 2024, the Department of Family Services completed a second review.

In December 2024, the RCYO received additional information from the Family Wellness Division that was not included in the original disclosure. In addition, the second review report was provided to the RCYO.

In January 2025, the RCYO reopened the review to consider

the information and the impact if any on the findings and recommendations.

2. Department of Family Services & Department of Health

Status: In progress

On May 17, 2024, the RCYO sent a notification to Department of Family Services and the Department of Health initiating a review of a critical injury of a young person from a community who was medevac’d to Iqaluit for mental health reasons.

In July 2024, the Department of Family Services challenged the agreed upon process for completing reviews of critical injuries, set out in Part 6 of the GN-RCYO Protocol, signed in August 2023.

In September 9, 2024, the Representative sent a letter to the Deputy Minister of Family Services, that summarized the agreed upon procedure for completing reviews of critical injuries under s 4(1)(b) of the Representative for Children and Youth Act.

3. Department of Family Services

Status: In progress

On October 7, 2024, the RCYO sent a notification to Department of Family Services initiating a review of numerous critical injuries that had occurred to a young person under the age of five.

4. Department of Family Services

Status: In progress

On February 10, 2025, the RCYO sent a notification to Department of Family Services initiating a review of critical injuries to two young people in the same family under the age of 12.

COMMUNICATION AND PUBLIC AWARENESS

Our Communications and Public Awareness initiatives build and strengthen relationships with our many stakeholders including children, youth, families, community members, departments, the Legislative Assembly, and the media.

The RCYO works to increase awareness of child rights and the responsibilities that adults and governments have to support the rights of children and youth. We carry out this responsibility through presentations; development of child-rights resources and information materials; hosting contests; and sharing information about our work through the media, social media, and the Office’s website.

Although our office is located in Iqaluit, we work on behalf of all Nunavummiut. Our most comprehensive public awareness initiative is our community engagement visits. It is important that we visit communities to hear directly from Nunavummiut, and see first-hand, the current challenges affecting child, youth, and their families in each community.

Every year we strategically plan public awareness initiatives while continually looking for new opportunities to engage with our stakeholders as they arise and our human resources allow.

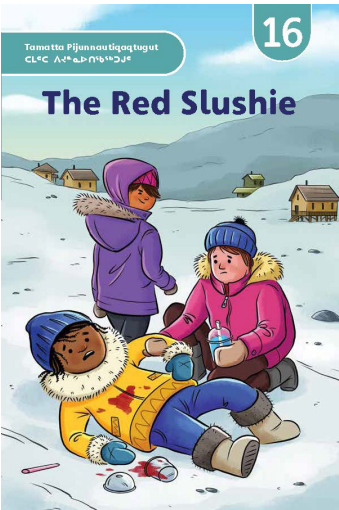
Our public awareness initiatives are a collaborative effort among all RCYO staff, supporting the following Inuit societal values:

- ❄ **Inuuqatigiitsiarniq:** Respecting others, relationships, and caring for people.
- ❄ **Tunnganarniq:** Fostering good spirits by being open, welcoming, and inclusive.
- ❄ **Pijitsirniq:** Serving and providing for family and/or community.
- ❄ **Piliriqatigiinniqlkajuqatigiinniql:** Working together for a common cause.

COMMUNICATION AND PUBLIC AWARENESS ACTIVITIES FOR 2024-2025

CHILD RIGHTS RESOURCES

Guided Reading Resource



The Red Slushie is the RCYO’s third child rights book, created in partnership with Inhabit Education for the Department of Education’s Inuktitut Titiqqiriniq balance literacy program. As of September 2024 this resource has been printed, with distribution expected to occur during the 2025-2026 fiscal year.

Language: *The Red Slushie* and its corresponding extension activities are available in Inuktitut, English, French, and Inuinnaqtun.

Child Rights Teaching Guide

During the 2022-2023 fiscal year, the RCYO initiated the creation of a comprehensive child rights teaching guide for kindergarten to grade four, in collaboration with Inhabit Education. As of January 2025 the teaching guide is complete. Distribution is expected to occur during the 2025-2026 fiscal year.

This teaching guide incorporates all of the RCYO’s child rights resources created to date, including:

- ❄ three *Tamatta Pijunnautiqagtugut* Series books created by the RCYO and Inhabit Education, *Mosesie Speaks Up*, *Annie and Uqi Play Out*, and *The Red Slushie*;
- ❄ six child rights video segments created by the RCYO and Taqut Productions Inc. which highlight a child’s right to culture, the right to family, the right to safety, the right to education, the right to play, and the right to healthcare; and
- ❄ some of the child rights-based activities created by staff of the RCYO including *Sila is Cold* and a child rights dice game.

Language: The teaching guide is available in Inuktitut, English, French, and Inuinnaqtun.

Raise Your Voice: Self-Advocacy Workshop 2.0

Self-advocacy is the ability to speak-up about issues that are important to you. Self-advocacy is the power to ask for what you need and want, and the ability to tell people about your thoughts and feelings in order to improve your quality of life. Self-advocacy requires an understanding of your rights and your responsibilities. Teaching young people to self-advocate gives them the power to make choices and decisions that affect their life.

The *Raise Your Voice: Self-Advocacy Workshop* teaches self-advocacy skills to young Nunavummiut supporting Article 3 of the United Nations *Convention on the Rights of the Child* which is a young person's right to be heard and have their opinions considered when decisions are being made about their lives.

Since 2017-2018, RCYO staff have been offering the *Raise Your Voice: Self-Advocacy Workshop* to students across the territory. Based on feedback received from student participants and observations made by RCYO staff when presenting, revisions have been made and we now provide the *Raise Your Voice: Self-Advocacy Workshop 2.0*.

The goals of this workshop remain to educate young people about their rights and responsibilities and to encourage confidence with self-advocacy skills.

Throughout the workshop, young people discover their strengths, the difference between needs and wants, and effective communication skills, such as active listening and the importance of clear communication. All of these skills are then combined to help participants learn how to navigate government systems to access needed services.

Language: In the 2024-2025 fiscal year, the RCYO was only able to provide this workshop in English.

STAKEHOLDER ENGAGEMENT

Community Engagement Visits

The best way to share information about our work is to meet with people face to face and see first-hand, the current challenges affecting children, youth, and their families in each community. To build and strengthen relationships with our many stakeholders and increase awareness of child

**TABLE 15: Community Engagement Visits**

Community and Date Visited	Type of Visit
Arctic Bay May 20-24	General Outreach

rights and the work of our office across the territory, RCYO staff travel to all of Nunavut's communities.

Proactive Meetings

Proactive meetings occur twice annually with the four main child- and youth- serving departments, the Department of Education, the Department Family Services, the Department Health, and the Department of Justice in accordance with the Memorandum of Understanding between the RCYO and the GN. Proactive meetings provide an opportunity to acknowledge and discuss systemic issues.

The spring proactive meetings are the responsibility of the departments to schedule. Only the Department of Education scheduled a spring meeting this fiscal year. The fall proactive meetings took place in November and December 2024 and are the RCYO's responsibility to schedule. At these meetings, the RCYO advised departments that reviews of critical injuries and deaths

had begun and what they may expect in the event their department becomes involved with a review.

National Child Day

National Child Day is celebrated every year on November 20, in recognition of Canada's agreement to the United Nations *Convention on the Rights of the Child*. In 2024-2025, our National Child Day contest returned to its classroom-based roots. To celebrate identity in children and youth we asked classrooms across the territory to "build an igloo" with each block containing messages written by the children with sentences like: "I am good at..." or "What makes me unique is..." and then have them repeat the process for the person next to them. All of the entries were put into a random draw to win their classroom a \$500 gift card, with three

winners being selected across the territory. A collage of all the submissions can be seen on the cover of this report.

Language: Contest materials were provided in Inuktitut, English, French and Inuinnaqtun.

Notices of Adverse Report

The RCYO issued a notice of adverse report to the Chief Coroner, the Department of Education, the Department of Executive and Intergovernmental Affairs, the Department of Family Services, the Department of Health, the Department of Justice, Nunavut Arctic College and Nunavut Housing Corporation regarding the RCYO’s 2023-2024 annual report. All departments were provided the opportunity to comment on related content prior to its publication. The Department of Executive and Intergovernmental Affairs, the Department of Family Services, the Department of Health, the Department of Justice and the Department of Education provided feedback. This feedback was reviewed, considered, and incorporated where appropriate, prior to publication. The RCYO’s 2023-2024 annual report was tabled on September 27, 2024.

Language: These correspondences were provided in English.

Advocate’s Applause

In our previous annual reports, we've highlighted departmental initiatives that were particularly successful in promoting and protecting the rights of children and youth that fiscal year. We called these best practices “Advocate’s Applause”.

However, we often found that departmental submissions were limited, so this year we kept the "Advocate's Applause" name but decided to expand the scope to non-governmental organizations. This year we're happy to feature the Iqaluit Kids Club, a parent-led, non-profit serving children between the ages of 0 and 6. More information can be found on page 63.

Language: The correspondences was provided in English.

Facebook

The RCYO Facebook page allows us to share information about the work of the Office, child rights, community engagement activities, as well as important information available on our website. The RCYO’s Facebook channel is @NunavutRepresentativeforChildrenandYouth.

As with 2023-2024, there was a significant decrease in the RCYO's reach and engagement due to staff capacity when compared to the 2022-2023 fiscal year

TABLE 16: RCYO Facebook Statistics

Total number of original posts	13
Followers, by the end of the fiscal year	325
Post Reach, the number of people who saw the post at least once	6,163
Post Engagement, the number of times people engaged with the post through reactions, comments, shares, views, and clicks	60

Website

This year, we had a 20.7% increase in visitors to our website, www.rcynu.ca. The RCYO continues to use Matomo analytics software to monitor website traffic.

Language: The RCYO's website is available in English, Inuktitut, French, and Inuinnaqtun.

TABLE 17: Website Visits, by Language Accessed

Total website visits	7,511
English	77.1%
French	12.8%
Inuktitut	5%
Inuinnaqtun	4.9%

LEGISLATED APPEARANCES

Standing Committee on Oversight of Government Operations and Public Accounts

The RCYO appeared before the Standing Committee on Oversight of Government Operations and Public Accounts in April 2024 to speak to the 2020-2021, 2021-2022, and 2022-2023 annual reports. During that session of the Standing Committee, several departments present made the following commitments*:

Department of Family Services

- Work with and maintain regular communication with the RCYO
- Incorporate the RCYO and OAG recommendations into the Strategic Framework
- Implement Phase 2 of *Matrix*: Address data migration issues and additional training needs
- Develop Death and Critical Injury standards
- Explore opportunities for social work regulatory oversight
- Finalize and implement the Strategic Action Plan to respond to the OAG's 2011 to 2023 recommendations
- Look at implementing Elder advisors
- Take a more family-centered approach
- Address outstanding standards
- Operationalize the spirit and intent of CANRA, and ensure that there is an integrated service delivery model, so meaningful implementation and metrics can be collected
- Ensure that *Matrix* contains all relevant data and that there will not be a separate database for children in out-of-territory care
- Report critical incidents as they arise
- Develop a policy for services provided by care facilities
- Improve data collection and reporting metrics
- Provide outstanding reports to the house
- Hire a capital planner

- Only send a child out of territory following a planning meeting, ensuring that the facility is licenced and a courtesy supervision file opened with the receiving jurisdiction
- Provide the House with information on the number of positions reprofiled and the number of direct appointments
- Develop a set of rights for children in care

Department of Education

- Provide mental health training and supports in schools
- Increase violent incident database reporting
- Review the directive on "Letters of Authority"

Department of Health

- Establish a mental health review board
- Increase access to dental and speciality services across Nunavut
- Properly resource and support data collection areas in Health
- Create a virtual health care program

* Commitment wording is based on transcripts from the 2024 Standing Committee on Oversight of Government Operations and Public Accounts and has been condensed by the RCYO for length and clarity

PARTNERSHIP AGREEMENTS

Protocols between the Representative for Children and Youth's Office and the Government of Nunavut

Since 2018, partnership agreements, also known as protocols, have been in place between the RCYO and the Department of Education, the Department of Family Services, the Department of Health, and the Department of Justice. These protocols aim to guide the working relationships.

In February 2021, the RCYO reviewed each of the protocols and proposed revisions for the departments to consider. In April 2021, the departments proposed one protocol between the RCYO and the GN, specifically the departments mentioned above, (GN-RCYO Protocol). With the Department of Justice as the lead on this initiative, much work was completed to update and amalgamate the pre-existing protocols into one, while ensuring it is clear what departmental staff are obligated to under the RCYA.

The protocol was then submitted to the Executive Council of Nunavut (Cabinet). On January 3, 2023, the RCYO was notified that the GN-RCYO Protocol was approved by Cabinet for signatures.

On August 8, 2023, the finalized GN-RCYO Protocol was signed.

Memorandum of Understanding with the Office of the Information and Privacy Commissioner of Nunavut

A Memorandum of Understanding (MOU) with the Office of the Information and Privacy Commissioner of Nunavut (OIPC) permit the sharing of relevant information between offices and aims to ensure our work and the work of departments is in alignment with the *Access to Information and Protection of Privacy Act* (ATIPPA). This MOU was signed on October 11, 2023.

Memorandum of Understanding with the Office of the Languages Commissioner

Since 2021-2022, the RCYO has had a MOU with the Office of the Languages Commissioner (OLC), which permits the sharing of relevant information when a child rights complaint brought to the RCYO's attention is also potentially in violation of language rights and vice versa.

Memorandum of Understanding with the Canadian Council of Child and Youth Advocates

The Office also has an MOU with the CCCYA. This MOU details the working relationship between all Canadian offices, particularly in connection to providing advocacy supports to mutual clients who may cross from one province or territory to another, to ensure seamless and timely access to services, and permits the sharing of relevant information. This MOU has been in place since 2015.

ADVOCATE'S APPLAUSE

IQALUIT KIDS CLUB

Iqaluit Kids Club is a grassroots, community-driven initiative dedicated to supporting the healthy development and well-being of children aged 0–6 in Iqaluit. Through inclusive, engaging, and culturally grounded programming, we offer safe and enriching spaces for families to connect, learn, and play.

From our weekly playgroups to seasonal recreation programs like toddler soccer, basketball, and nature explorers, we're here to bring joy and meaningful experiences to children and their caregivers. Our programs are volunteer-led and built on the values of community collaboration, cultural pride, and accessibility.

Iqaluit Kids Club (IKC) was created by a group of local parents who saw a need for more accessible, inclusive, and engaging activities for young children in our community. IKC was born out of a shared desire to create safe, welcoming spaces where children aged 0–6 can learn, play, and grow. What started as a small grassroots initiative has since evolved into a parent-led non-profit, funded and supported by the Department of Community and Government Services, dedicated to supporting early childhood development through community-led programs.

The club is always looking for fun, creative, and enriching activities to offer children aged 0–6. Those who have a unique talent or hobby; love sports and enjoy coaching; have a passion for storytelling, music, crafts or culture; or want to lead a toddler yoga, art, dance, or nature-based program are encouraged to reach out to by email at iqaluitkidsclub@gmail.com or their website iqaluitkidsclub.uplifterinc.com

COMPLIANCE WITH SERVICE STANDARDS

The RCYO is committed to providing ethical, equitable, and consistent services. We aim to provide a measurable level of service that our clients can expect under normal circumstances.

Our service standards are integrity, inclusivity, accountability, and empowerment. Each of our service standards has quality assurance measures, detailed below, which help us evaluate our performance.

INTEGRITY

Demonstrating high standards of behaviour and conduct that are respectful and caring of people.

Quality assurance measures applicable to our integrity service standard and how we met them:

- ▶ **Review of individual advocacy problem began within two business days of it being raised to our attention.**

For 33/62 (49%) of our individual advocacy cases, advocates initiated a review within two business days.

For 25/62 (37%) of our individual advocacy cases, advocates initiated a review within three business days

- ▶ **Following a review, the responsible departments are consulted/involved in developing recommendations.**

July 18, 2024, met with the Department of Family Services on recommendations following a review of a critical injury.

November 21, 2024, met with the Department of Family Services on recommendations following a review of a critical injury involving another department.

November 29, 2024, met with the Department of Health on recommendations following a review of a critical injury.

INCLUSIVITY

Being open, welcoming, and inclusive of all young people, their families, and other stakeholders.

Quality assurance measures applicable to our inclusivity service standard and how we met them:

- ▶ **Initiated contact with young person in relations to the individual advocacy case, when applicable.**

21 of 62 cases the young person was contacted in relations to the individual advocacy case.

- ▶ **Incorporating the voice of the child in all reviews.**

The best interests of the child were central to the critical injury review conducted this fiscal year. The review involved four children. Their voice was heard through their caregivers and service providers with the telling of their story.

- **Requesting updates (if applicable) from departments about the status of implementation for recommendations at least twice a year. This may be done at proactive meetings.**

RCYO requested a progress update at the Fall proactive meetings.

RCYO maintains regular with contact with the Department Family Services to follow progress in implementing recommendations.

- **Facilitate engagement opportunities with all stakeholder groups.**

TABLE 18: Stakeholder Engagement Sessions, by Group and Language

Stakeholder Group / Type of Engagement	Language(s)
Arctic Bay	
<ul style="list-style-type: none"> • Community members at the Co-op • Department of Education, school staff and students • Department of Justice: CJOW 	English/Inuktitut English/Inuktitut English/Inuktitut
CCCYA:	
<ul style="list-style-type: none"> • Communications- Community of Practice • Representative for Children and Youth, Alberta • Summer meeting • Fall meeting • National Child Death Review Community of Practice 	English/French English/French English/French English/French English/French
Connected North	English
Conway Baxter Wilson LLP	English
Department of Education:	
<ul style="list-style-type: none"> • Proactive meetings – Spring and Fall • Aqsarniit Ilinniarvik School 	English English
Department of Family Services:	
<ul style="list-style-type: none"> • Assistant Deputy Minister • Consultants, Erin Strachan, Colette Prevost and Nathalie Nadeau • Deputy Minister • Proactive Meeting • Assistant Deputy Minister • Consultants, Erin Strachan, Colette Prevost and Nathalie Nadeau • Deputy Minister • Proactive Meeting 	English English English English English English English English
Department of Health:	
<ul style="list-style-type: none"> • ADM and Director of Mental Health and Addictions • Consultant, Tracey Smith Re: Medical Travel policy • Meeting on data • Proactive Meeting 	English English English English
Department of Justice:	
<ul style="list-style-type: none"> • Deputy Minister • Proactive Meeting 	English English

Stakeholder Group / Type of Engagement	Language(s)
Inhabit Education	English
Inuit Child First Initiative:	
• Consultant	English
Inuit Tapiriit Kanatami (ITK):	
• Consultants from Institute of Fiscal Studies and Democracy	English
Jays Care Foundation	English
Legal Services Board, Discussion about Family Violence Initiatives	English
Legislative Assembly:	
• Standing Committee	English
• Premier of Nunavut	English
• Clerk of the Legislative Assembly	English
MIO-Greenland Representative for Children and Youth	English
Public Guardian's Office	English
Recreation and Parks Association of Nunavut	English
RCMP:	
• Chief Superintendent	English
Sanikiluaq:	
• Ilinniapaa Skills Development Centre	English
• Tungasuvvingat Inuit	English
• Department of Family Services CSSW Supervisor and Resources Worker	English
• Women's Shelter staff	English
Office of the Auditor General of Canada	English
Office of the Information and Privacy Commissioner of Nunavut	English
Office of the Languages Commissioner of Nunavut	English

► All information is publicly available in all official languages of Nunavut.

- Inuktitut and English upon release
- Inuinnaqtun and French as translations completed

TABLE 19: Documents Published on the RCYO Website, by Language and Date

	Inuktitut	English	Inuinnaqtun	French
2023-2024 annual report	December 10, 2024	December 10, 2024	Not as of the end of the fiscal year	Not as of the end of the fiscal year

ACCOUNTABILITY

Demonstrating operational transparency with respect to processes, decisions and actions taken by the RCYO. Ensuring that decisions and actions are timely, relevant, and child-and-youth-centered.

Quality assurance measures applicable to our accountability service standard and how we met them:

► Reporting on the RCYO’s activities, performance, including review findings and recommendations.

April 22,2024, the Representative, Acting Director of Child &Youth Advocacy Services and the Manager of Individual Advocacy Services appeared before the Standing Committee on Oversight of Government Operations and Public Accounts to account for the 2022-2023 Representative for Children and Youth Annual Report.

October 24, the Representative for Children and Youth Office Response to the Standing Committee on Oversight of Government Operations and Public Accounts Report on the Review of the RCYO Annual Reports for 2020-21, 2021-22 and 2022-23 was tabled in the Legislature.

October 24, the 2023-2024 RCYO Annual Report in Inuktitut and English was tabled in the Legislative Assembly

February 25, the 2025-2028 Business Plan was tabled in the Legislative Assembly

► Yearly review of the systemic database.

RCYO reviewed and compiled a list of all issues reported in 2024-25 for the Annual Report.

► Yearly review of the critical injury and death database.

RCYO conducted a review of the critical injury and death database in collaboration with the Department of Family Services and the Coroner. The 11 suicides of young people in 2024-25 were selected for a group review.

► Information about the work of our office is shared with the media to keep stakeholders informed.

TABLE 20: Media Engagement, by Date

Date	Action	Outcome
May 2, 2024	Amautiit, the Nunavut Inuit Women's Association released first report card on child poverty in the territory, The Representative participated in an interview with CBC.	CBC North web story posted on May 2, 2025 Aired May 3, 2024 at 6:30 & 12:30 on CBC North Iqaluit Regional Radio
November 7, 2024	The Representative appeared at the Federal Standing Committee on Human Rights. The Representative participated in an interview with CBC regarding the appearance.	Aired on November 8, 11, 12, 2024 on CBC Iglaaq (Inuktitut) and CBC Northbeat
March 10, 2025	Reaction to the Follow up report by the Office of the Auditor General of Canada.	Aired March 11, 2025 at 6:30 & 7:30 on CBC North Iqaluit Regional Radio and CBC Iglaaq (Inuktitut) and CBC Northbeat

EMPOWERMENT

Creating opportunities for young Nunavummiut to develop skills through observation, mentoring, practice, and effort; supporting our staff to further develop their skills in order to best meet the evolving needs of our young people.

► Prioritize engagement opportunities with young Nunavummiut.

This year, RCYO staff participated in five in-person engagement events with young Nunavummiut.

TABLE 21: Engagement with Young Nunavummiut, by Location

Event	Approximate Number of Participants	Language
Inuujaq School K-4, Arctic Bay	20	Inuktitut/English
Wenson Support Services Onsite Visits, Iqaluit	2	English
Jays Care Foundation/ Recreation and Parks Association of Nunavut – Leadership Conference	40	English
TOTAL	62	

► Empower staff through relevant training and professional development.

Our staff are encouraged and supported to take part in opportunities that further strengthen our internal capacity and expertise to best meet the evolving needs of young Nunavummiut.

TABLE 22: Staff Training and Professional Development Completed

Training/Professional Development	Date Completed	Number of Staff
Intake/Penelope (case management system)	April 3, 2024	5
Self Advocacy Workshop	April 30, 2024	7
CCCYA – Death Reviews	June 3, 2024	1
Training on current issues, research and practices across Canada in representing children and youth.	June 7-8, 2024	2
CCCYA Biennial Conference	September 17-18, 2024	6
RCYO Policy and Procedure Manual & Review of Programs	October 3, 2024	5

BUDGET REPORT

SUMMARY STATEMENT OF BUDGET AND EXPENDITURES

Fiscal year ended March 31, 2025

TABLE 23: Budget Report

	Budget \$	Expenditures \$	% of Budget Spent
Permanent Salaries	2,142,000	1,215,492	56%
Casual Wages	-	111,636	-
Total Compensation and Benefits	2,142,000	1,327,129	62%
Travel and Transportation	155,000	56,925	37%
Materials and Supplies	60,000	17,651	29%
Purchased Services	50,000	36,699	73%
Contract Services	434,000	473,005	109%
Fees and Payments	10,000	9,623	96%
Tangible Assets	10,000	0	0%
Computer Hardware and Software	15,000	19,953	133%
Total Other Expenses	734,000	613,854	84%
Total	2,876,000	1,940,983	67%
Surplus		935,017	33%