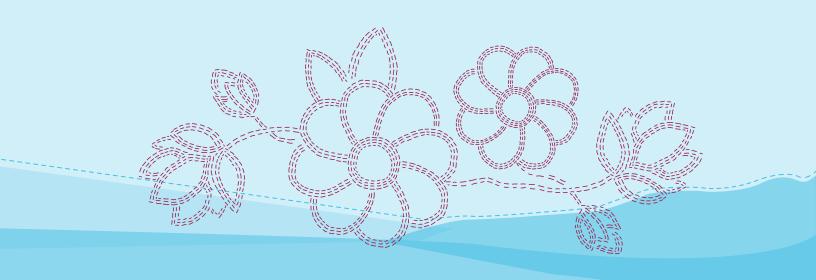
Priority Action Items

Changing the Story to Upholding Dignity and Justice: Yukon's Missing and Murdered Indigenous Women, Girls and Two-spirit+ People Strategy







Message from the Yukon Advisory Committee on MMIWG2S+

December 13, 2022

We the members of the Yukon Advisory Committee on Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People, are honoured to continue the journey of leading the Yukon's response to Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, released on June 3, 2019.

Since we released the 10 priorities from the Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy (the Strategy) at the Accountability Forum in May 2022, representing critical and timely work that must begin immediately, our communities have continued to respond and take action on missing and murdered Indigenous women, girls and Two-spirit+ people. At the Accountability Forum, we heard from many partners and contributors about the promising practices they are leading across the territory, such as community safety planning, child welfare initiatives, emergency housing responses, and cultural revitalization. However, we also heard about remaining gaps. In particular, family members and survivors raised the importance of supporting men and boys to take action to end violence, as well as the importance of safe, secure, affordable transportation. In response, we added two priorities.

In order to assist partners and contributors in leading and supporting this work, the Yukon Advisory Committee is now providing further details on the original 10 priority action items we released at the Accountability Forum, plus the two priorities identified by family members and survivors. For each item, we have identified key objectives: specific actions that, when completed, will bring us ever closer to achieving the Strategy's ultimate vision of safe, healthy and violence-free Yukon communities. We have identified key milestones, which represent the outcomes we are striving towards in the short, medium, and long term. Some priorities now include implementation considerations. These considerations include additional guidance, related work underway, and relevant research or reports that we suggest partners and contributors reference in the years to come.

We encourage all partners and contributors to prioritize the involvement of Indigenous women's organizations in the work of the Strategy and ensure resources are available to enable participation. We also remind all partners and contributors to reflect upon the implementation principles identified in the Strategy:



Inclusivity and Interconnection

By working together with all governments, non-governmental organizations, the private sector, and Yukon people, the Strategy recognizes that it will take coordinated efforts to implement this Strategy. Women, girls and Two-spirit+ individuals living with FASD or other disabilities will be fully included and considered.



Equity and Equality

Social inequities and inequalities perpetuate violence. The implementation of this Strategy will identify and address patterns of racism, sexism, discrimination and bias to improve justice, equality and equity among Yukon people.



Sustainability

Partners must come together and invest in changing systems, improving services, providing comprehensive, multi-year funding and in developing First Nations and Yukon service providers in all relevant fields over the long-term to embed changes.



Accountability

All contributors to the development and implementation of this Strategy must hold themselves and each other accountable for their commitments in leading or partnering on the implementation and action plans applicable to them.

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We know there is much work ahead. The implementation details and the Strategy itself are intended to be living documents that will grow and change as implementation proceeds and priorities for action change over time in response to evolving community needs.

We are committed to moving forward to create the change needed to ensure the protection of life, dignity and equality of Indigenous people in the Yukon, particularly women, girls and Two-spirit+ people.

Sincerely,



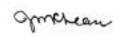
Ann Maje Raider

Executive Director, Liard Aboriginal Women's Society Yukon Advisory Committee Co-Chair



Chief Doris Bill

Kwanlin Dün First Nation Yukon Advisory Committee Co-Chair



Hon. Jeanie McLean

Minister responsible for the Women and Gender Equity Directorate Government of Yukon Yukon Advisory Committee Co-Chair

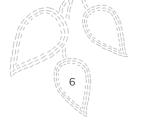
On behalf of the Yukon Advisory Committee on MMIWG2S+ people:

Toni Blanchard, Representative of Families and Survivors

Adeline Webber, Whitehorse Aboriginal Women's Circle Representative

Amanda Buffalo, Liard Aboriginal Women's Society Representative

Terri Szabo, Yukon Aboriginal Women's Council Representative



Priority 1:

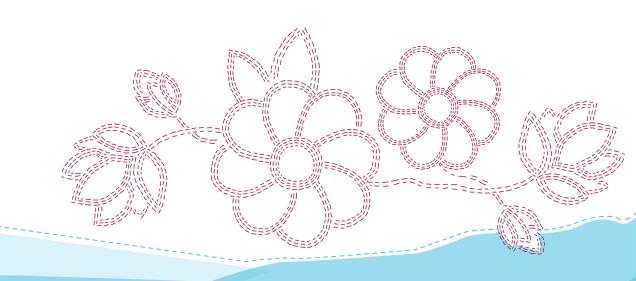
Commemoration

This year, we know that the country and the Yukon will continue to respond to the recovery of unmarked graves located at former residential school sites. These discoveries provide us with a connection to our lost matriarchs. The restoration of gravesites, fencing and markers for our lost matriarchs and our MMIWG2S+ people are critical to honour our women and to provide closure for the surviving family members and communities.

Commemoration must be a priority. In particular, support is critical for families to repatriate and honour their loved ones in accordance with cultural protocols as they choose, including the restoration of graves and providing proper fencing and markers. Acknowledging that this work is

likely to result in repeated trauma, anger, sadness and a range of responses, it is equally important that counselling and other culturally relevant supports are available throughout this process.

Action item 1.2 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy provides guidance to address and support impacted families and communities. It states: "Yukon acknowledges the lives lost and lives changed because of violence against Indigenous women, girls and Two-spirit+ people and will honour and commemorate MMIWG2S+ Yukoners and those connected to Yukon families, by assisting to restore graves, fencing, and markers."





Objective: Restoration and commemoration of MMIWG2S+ resting places.

Implementation lead

Yukon Advisory Committee

Implementation lead

Government of Canada

Government of Yukon

Milestones

Invite the Yukon's chief coroner to become a signatory to the Strategy. year 1* to year 5

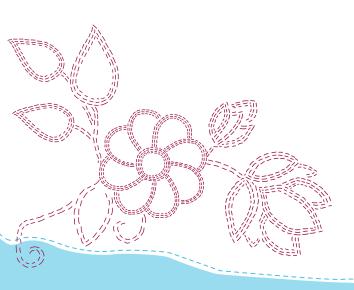
Milestones

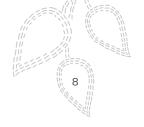
Restoration and commemoration program and fund for families.

year 1

Dedicated counselling services and supports for family members of MMIWG2S+ people. year 1 to year 15

*year 1 = 2023





Objective: First Nations reclamation of residential school sites, restoration of gravesites, fences and markers.

Implementation lead

Yukon Advisory Committee

Implementation lead

Government of Canada

Government of Yukon

Milestones

Invite the Chooutla Committee to become a signatory to the Strategy. year 1

Milestones

Dedicated counselling services and supports for families affected by unmarked graves.

year 1 to year 5

Collection of residential school. government and church records.

year 1 to year 5

Establish residential school database. year 1 to year 15

Implementation considerations

1. Recognize the role of the Independent Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with Indian Residential Schools.

Objective: Yukon First Nations residential school database.

Implementation lead

Government of Canada

Government of Yukon

Milestones

Collection of residential school. government and church records.

year 1 to year 5

Establish residential school database.

year 1 to year 15

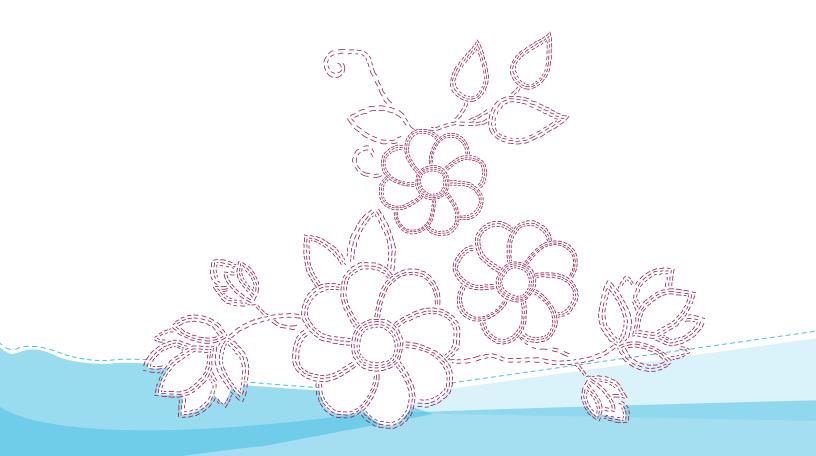


Priority 2:

Land-based Infrastructure and Programming

We know that for Indigenous people, land is healing. There is a substance-use emergency throughout our territory. There is an urgent need for land-based programs, services and supports along with infrastructure to provide for community-based camps, flexible programs and supports, as well as permanent, culturally relevant healing centres throughout the Yukon.

Action item 1.5 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy provides guidance to address and support these priorities. It states: "Invest in community and land-based infrastructure and programming including after-care and development of facilities and camps in order to ensure options are available that align with community priorities."



Objective: Land-based healing and recovery centres throughout the Yukon.

Implementation lead

Government of Canada

Government of Yukon

Yukon First Nations governments

Milestones

Land-based healing summit. year 1 to year 5

Land-based health strategy. year 5

Report and recommendations: infrastructure and capital plans. year 1 to year 15

Objective: Permanent land-based camps throughout the Yukon.

Implementation lead

Government of Canada

Government of Yukon

Yukon First Nations governments

Milestones

Land-based camp planning committee of professionals, Elders, leadership and youth.

year 1 to year 5

Develop a Yukon-wide strategy informed by Yukon First Nations best practices.

year 1 to year 5

Establish land-based camps.

year 5 to year 15

Implementation considerations

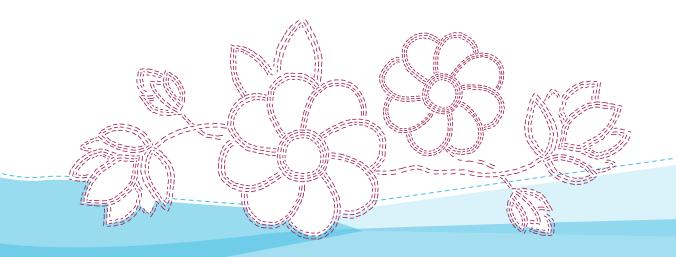
- 1. Yukon First Nations best practices: Aunties and uncles cultural camps.
- 2. Programs and services negotiations (Section 17 of the Yukon First Nations Self-Government Agreements).
- 3. Administration of justice negotiations (Section 13.6.0 of the Yukon First Nations Self-Government Agreements).

Priority 3:

The United Nations Declaration on the Rights of Indigenous Peoples Act

On June 21, 2021, the United Nations Declaration on the Rights of Indigenous Peoples Act (UNDRIPA) became federal law in Canada. We note that many partners and signatories are now undertaking engagement internally or with partners and community members to determine what this may mean for the Yukon. As such, we must consider the application of UNDRIPA in the context of Yukon's Final Agreements, other modern treaties, and the evolving relationship with First Nations governments with or without agreements.

Action item 1.8 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy is important to elevate the voices and perspectives of families and survivors. This item states: "Explore options to consider the application of the United Nations Declaration on the Rights of Indigenous People (UNDRIP) in the context of Yukon's Final Agreements, other modern treaties, and the evolving relationship with First Nations governments without agreements."



Objective: Elevate the voices and perspectives of families and survivors of MMIWG2S+ people in the application of the UNDRIPA to modern treaties, laws and relationships that impact and affect their lives.

Implementation lead

Government of Canada

Government of Yukon

Assembly of First Nations, Yukon Region

Indigenous women's organizations

Milestones

Government funding to support the participation of families and survivors to inform the application of UNDRIPA. year 1

Establish a specific Indigenous women's engagement forum to examine UNDRIPA in an Indigenous women's context.

year 1

Develop recommendations to address how UNDRIPA can uphold the principles, values and implement the objectives of the United Nations conventions on the Rights of the Child; the Rights of Persons with Disabilities; and the Elimination of All Forms of Discrimination Against Women.

year 1 to year 5

Implementation considerations

1. Federal engagement process for the implementation of UNDRIPA: Action plan to be completed by June 2023.

Priority 4:

Community Safety Assessments, Plans and Implementation

Community safety assessments, plans and implementation are emerging nationally as a best practice, restoring community confidence in the safety of their citizens, building on a decolonized and alternate method to policing and strengthening working relationships to affect meaningful change. There are limits to these measures in terms of both funding and scope. They do not fully address perpetrator accountability, which is critically needed to uphold the dignity of, and to achieve justice for, Indigenous women, girls and Two-spirit+ people.

Action item 2.1 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy provides for additional considerations to strengthen the community safety approach. It states: "Conduct community-based safety assessments designed by communities to identify factors contributing to the ongoing perpetuation of violence and unsafe conditions in each community. Develop and implement community safety plans that address these factors and conditions."

Objective: Complete community assessments in all 14 Yukon First Nations communities.

Implementation lead

Yukon First Nations governments

Milestones

Required community assessments. year 1

Completed community assessments. year 1 to year 5

Summary report of community assessments and recommended environmental designs to improve public safety.

year 5

Implementation considerations

- 1. Government of Yukon: Community Safety Planning Program (2022).
- 2. Government of Canada: Aboriginal Community Safety Planning Initiative.

Objective: Long-term funding for community safety initiatives.

Implementation lead

All governments

Milestones

Cost-shared funding model for community safety initiatives.

year 1 to year 5



Objective: Community networks to increase public safety.

Implementation lead

Government of Yukon

Indigenous women's organizations

Milestones

Develop a Yukon-wide safety campaign. year 1 to year 5

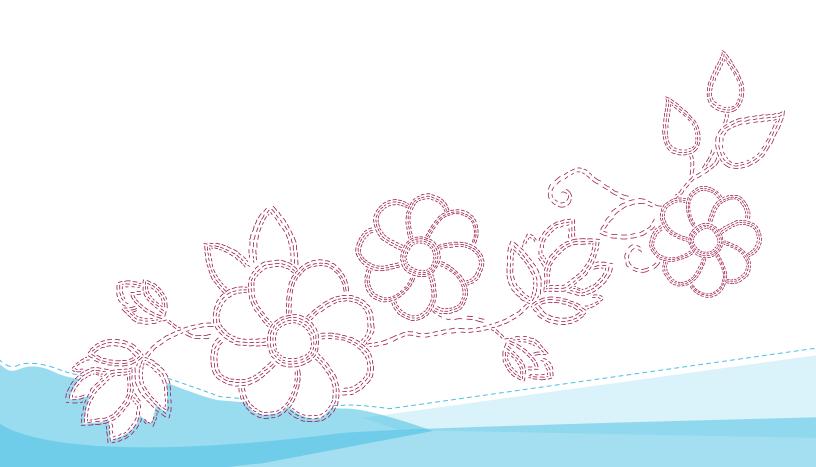
Safety information workshops and toolkits.

year 1 to year 5

Crisis support teams and 911 supports throughout Yukon communities.

year 1 to year 5

Yukon-wide community bulletin program. year 1 to year 5



Priority 5:

Strengthening and Improving Sexualized Assault and Violence Response Programs

We recognize the importance and expansion of new programs like the Sexualized Assault Response Team and the need to address existing gaps in support services in order to eradicate violence against women. We recognize the need for Indigenous-designed and led victim services, victim-centered advocacy, and victim supports to effectively navigate the criminal justice system.

Action items 2.5 and 2.6 in Changing the Story to Upholding Dignity and Justice:

Yukon's MMIWG2S+ People Strategy provides for objectives to respect, address, support and uphold the dignity of victims of violence. Item 2.5 in the Strategy states: "Improve victim-centred and crisis-responsive supports for victims of gender-based violence and sexualized assault," while item 2.6 states: "Review violence prevention and response programs and services and associated funding programs in Yukon to improve sustainability, positive outcomes and alignment with First Nations needs."



Objective: Establish Indigenous-designed, victim-centred crisis responsive programs, services and supports.

Implementation lead

All governments

Milestones

Victim-centred crisis strategy: inventory and gap analysis.

year 1 to year 5

Indigenous representation on the Sexualized Assault Response Team.

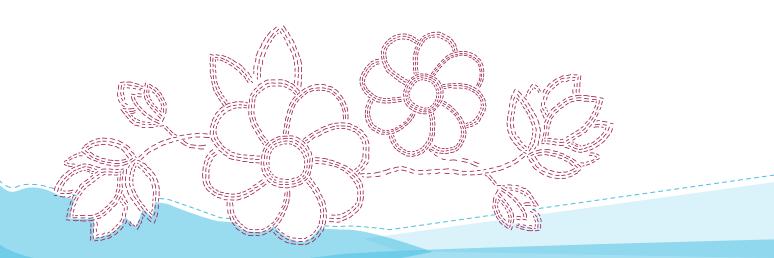
year 1 to year 5

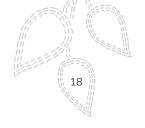
Sexualized Assault Response Team services in rural communities.

year 1 to year 5

Implementation considerations

- 1. Application and accessibility to Kits on Ice: forensic medical examinations for victims of sexualized assault.
- 2. Advance best practices for community-based, Indigenous-led victim supports.





Objective: Transform the delivery of government response programs and services to eradicate prejudicial treatment of Indigenous women and their families.

Implementation lead

Indigenous women's organizations

Government of Yukon

Government of Canada

Milestones

Zero-tolerance policy against discrimination.

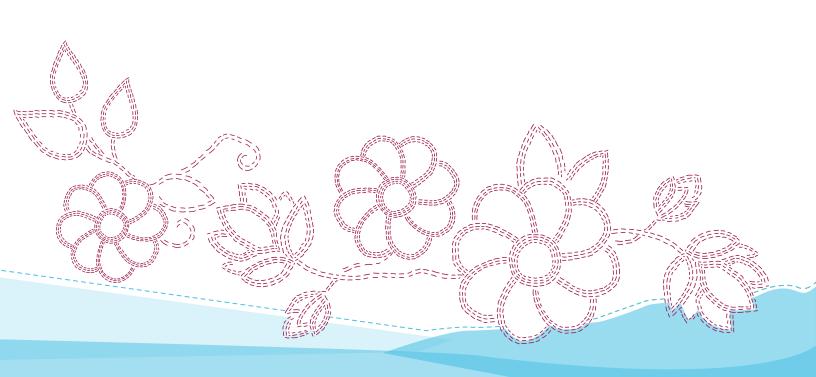
year 1 to year 15

Diversity training programs for child protection, health, social and justice departments.

year 1 to year 15

Media campaigns to promote healthy cultural relationships.

year 1 to year 15



Objective: Community-based First Nations violence-prevention programs, supports and services.

Implementation lead

All governments

Indigenous women's organizations

Milestones

Evaluation of violence prevention and response programs and services as well as current funding levels throughout the Yukon.

year 1 to year 5

Summary report and recommendations. year 1 to year 5

Indigenous family violence prevention programs and services guide to inform the funding and delivery of violence prevention services to Indigenous women, children and families.

year 5

Dedicated domestic violence prevention programs that are child and youth-focused.

year 1 to year 5

Dedicated legal representation for victims of violence.

year 1 to year 5

Implementation considerations

1. Recognize lessons learned from Yukon Advocate Case Review project.

Priority 6:

Resource Extraction and Major Infrastructure Projects

Many advocates and researchers have noted the negative impacts that resource extraction and major infrastructure projects have on communities. We recognize key changes in recent decision documents from the Yukon Environmental and Socio-economic Assessment Board to address and prevent violence on worksites. We also recognize the willingness of some private sector companies to work with Indigenous women's organizations to address this problem.

Action item 3.4 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy can help to

mitigate the harm and increase the positive benefits of resource extraction and major infrastructure projects. This work should include implementing policies that promote zero-tolerance towards all forms of violence and support practices that create a healthy and supportive work environment for Indigenous women, girls and Two-spirit+ people. This item states: "Eliminate violence related to development projects in both workplaces and communities. Increase the workforce capacity, mitigate negative impacts, and improve the positive benefits for Indigenous women and Yukon communities."

Objective: Indigenous women, girls and Two-spirit+ people participation in the resource extraction industry.

Implementation lead

Yukon Advisory Committee

Milestones

Invite the Yukon Chamber of Commerce, Yukon First Nation Chamber of Commerce and Yukon Women in Mining to become signatories to the Strategy.

year 1

Objective: Indigenous women, girls and Two-spirit+ people participation in policy and legislation development.

Implementation lead

All governments

Indigenous women's organizations

Milestones

Designated industry skill development programs for Indigenous women.

year 1 to year 5

Research project to identify and address barriers that affect the employment of Indigenous women within the resource extraction industry.

year 1 to year 5

Yukon-wide policy to increase public safety and eradicate violence and racism in the resource extraction industry and major infrastructure projects.

year 1 to year 5

Legislative framework to increase public safety and eradicate violence and racism in the resource extraction industry and major infrastructure projects.

Implementation considerations

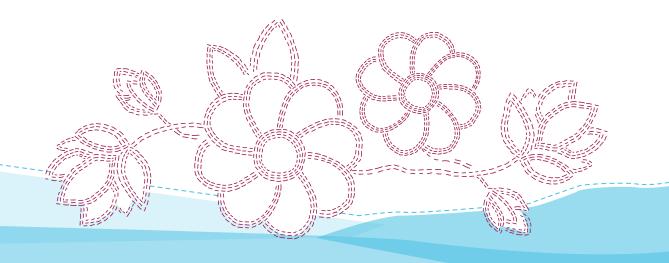
- 1. Growing Together: The Yukon First Nations Procurement Policy (February 2022).
- 2. Yukon Environmental and Socio-economic Assessment Report (2022): Evaluation of the effects of industrial activities on the personal safety of Indigenous and non-Indigenous women and girls and LGBTQ2S+ persons in the Yukon.
- 3. Yukon mining legislation development.

Priority 7:

Safe Housing and Freedom from Poverty

Having a safe, affordable place to call home is critical for all Yukoners. This is acutely true for those experiencing violence. We recognize the immediate need for greater investment in housing, inclusive of emergency to permanent housing.

Action item 3.6 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy is urgently required to address the needs within Yukon communities for housing options for those experiencing violence, requiring transitional housing and working towards permanent housing. This item states: "Appropriately and safely meet the needs of Indigenous women, girls and Two-spirit+ people which includes the provision of gender-specific options for safe and affordable housing, food, clothing, and other essentials."



Objective: Dedicated emergency and permanent housing options for Indigenous women, girls and Two-spirit+ people.

Implementation lead

Yukon Advisory Committee

Milestones

Invite the Canadian Mortgage and Housing Corporation, Skookum Jim Friendship Centre and Connective to be signatories to the Strategy. year 1

Implementation lead

Indigenous women's organizations

Government of Yukon

Government of Canada

Milestones

Evaluate existing housing programs, supports and services in all communities.

year 1 to year 5

Housing strategy, informed by Indigenous women, to provide emergency and affordable housing options for families directly affected by domestic violence.

year 5 to year 10

Implementation considerations

- 1. Government of Yukon, Yukon Housing Corporation. (2015) Housing Action Plan for Yukon 2015–2025 (Whitehorse).
- 2. Office of the Auditor General of Canada report on the state of housing for vulnerable Yukoners Yukon Housing Corporation and Health and Social Services draft action plan and status update (2022).
- 3. Putting People First: The final report of the comprehensive review of Yukon's health and social programs and services (2020).

Priority 8:

Indigenous Women's Organizations

Grassroots organizations hold unique expertise in our communities and are key to the work identified in Yukon's MMIWG2S+ Strategy. Ensuring sustainable, long-term core funding for Indigenous women's organizations is a critical priority.

Action item 4.5 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy highlights considerations to support the operations of Indigenous women's organizations in order to continue and advance the work necessary to end violence against MMIWG2S+ people. The item states: "Informed by a co-developed funding assessment process, provide adequate, long-term funding for Indigenous women's organizations that supports effectiveness and enhances collaboration."

Objective: Long-term operational financial support to Indigenous women's organizations.

Implementation lead

Government of Canada

Government of Yukon

Indigenous women's organizations

Milestones

Funding needs assessment for the current and future model to support sister satellite offices throughout the Yukon.

year 1 to year 5

Federal–territorial cost sharing model to provide operational funding to Indigenous women's organizations.

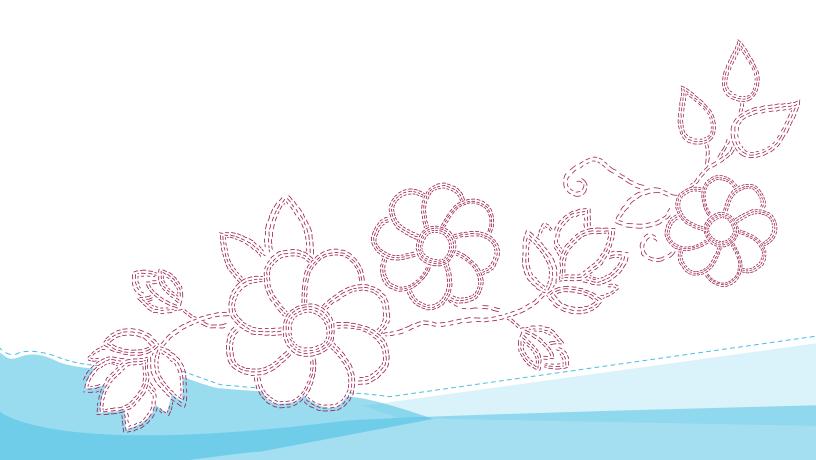
year 1 to year 5

Priority 9:

Strategy Accountability Framework

We are accountable to ourselves for the commitment we each made to each other as partners in the work but above all, we are accountable to families and survivors who have been sharing their experiences and advocating for change with honesty, bravery and integrity. Therefore, it must be a priority in the short-term to develop a fulsome strategy accountability framework, as proposed in action

item 4.6 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy to ensure the longevity and sustainability of this Strategy. This item states: "Embed an accountability framework into the Strategy to ensure continued inclusion and involvement of MMIWG2S+ families, survivors, partners, contributors and all Yukon communities."





Implementation lead

Yukon Advisory Committee

Indigenous women's organizations

Government of Yukon

Milestones

Independent oversight office to monitor and guide the application of the implementation of the Strategy.

year 1 to year 5

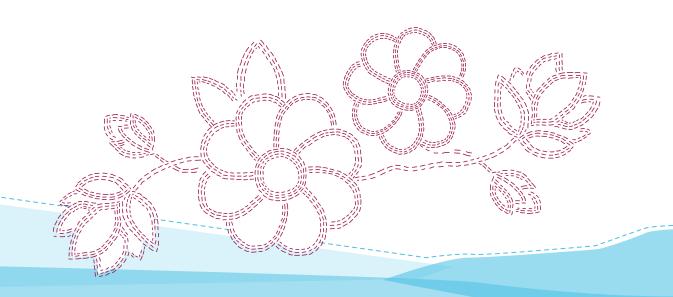
Annual reports to MMIWG2S+ families, partners and contributors.

year 1 to year 15

Accountability forums year 1 to year 15

Implementation considerations

1. Strategy to be reviewed every fifth year to identify accomplishments, challenges and inform future timelines.



Priority 10:

MMIWG2S+ Trust Fund

Family members and survivors will continue to experience a variety of emergency needs related to the violence they have experienced. We also know that many partners and contributors want to find a way to be part of this work financially. With that recognition, we urge work to begin to establish an

MMIWG2S+ trust fund in accordance with action item 4.8 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy. This states: "Establish a trust fund for families and survivors of MMIWG2S+ to provide resources in priority areas defined by families."

Objective: Establish a MMIWG2S+ trust fund.

Implementation lead

Yukon Advisory Committee

Milestones

Invite Yukon First Nations development corporations and private sector businesses to become signatories to the Strategy.

year 1

Implementation lead

All governments

Indigenous women's organizations

Trustees

Milestones

MMIWG2S+ trust fund year 1 to year 5

Annual reports
year 1 to year 15

Implementation considerations

1. Indigenous women and MMIWG2S+ families to inform qualifications and appointments to the trust fund.

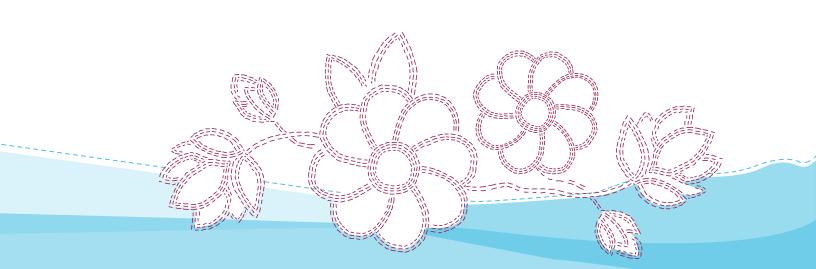
Priority 11:

Transportation and Communication

Reliable, affordable and safe transportation services within the City of Whitehorse and between rural communities can serve to increase safety as well as increase Indigenous women's economic and social participation and provide access to critical support services.

Transportation services are critical to support low-income Indigenous women, girls and Two-spirit+ people who cannot afford their own vehicles in order to travel for medical appointments, educational or professional opportunities, or to visit family members.

A lack of reliable and safe transportation services can perpetuate violence against women, girls and Two-spirit+ people who may be vulnerable travelling home in the evenings or, if residing in the rural communities, limiting their options to leave violent relationships. Action item 2.8 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+People Strategy states: "Create safe and affordable transportation and communication options to and between Yukon communities."



Objective: Safe, accessible and affordable transportation services for Indigenous women, girls and Two-spirit+ people in need.

Implementation lead

All governments

Milestones

Evaluation report of community transportation needs for safety purposes and provide recommendations for transportation system service within Whitehorse and between communities with safety and mobility considerations for Indigenous women.

year 1 to year 5

Expedite 5.9 of Putting People First. year 1 to year 5

Implementation considerations

- 1. Highway of Tears Initiative (2016) Highway 16 Action Plan and the Ikwe Safe Ride Program.
- 2. Yukon First Nation Chamber of Commerce (Yukon Community Travel Project: Final Report [June 2021]).
- 3. Putting People First recommendation 5.9 "Working with First Nations governments and the Government of Canada, determine how to coordinate the delivery of non-insured health benefits to all Yukoners to ensure consistency in benefits and efficient delivery."
- 4. Yukon Women's Coalition Taxi Safety Report (2022).

Objective: Reliable and affordable communication systems (telephone and internet services) throughout the Yukon.

Implementation lead

Yukon Advisory Committee

Government of Canada

Milestones

Invite NorthwesTel to become a signatory to the Strategy.

year 1

Invite Telus and Rogers to become signatories to the Strategy.

year 1

Invite the Canadian Radio-television and Telecommunications Commission to become a signatory to the Strategy.

year 1

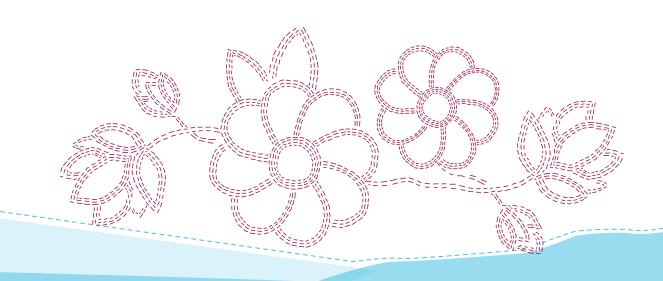
Implementation lead

Government of Yukon

Milestones

Reliable and affordable communication systems (telephone and internet services) throughout the Yukon.

year 1 to year 15



Priority 12:

Engaging Men and Boys in Ending Violence against Women

Ending violence against Indigenous women requires the attention and support of men and boys within our communities. We need our brothers, fathers, uncles, nephews and sons to stand with us to create a society that upholds dignity and justice for Indigenous women, girls and Two-spirit+ people.

Indigenous men and boys also require support to address the harmful impacts of residential schools, racism and oppressive attitudes. There is a growing community of men who are seeking to address their own detrimental behaviors. There is also a growing need to provide supports and services to promote healthy masculinities.

The National Inquiry identified historical, multigenerational, and intergenerational trauma as one of four pathways to violence. Yukon MMIWG2S+ families have long echoed the Inquiry's pathways to violence and the need for sources of new and continued trauma to be identified and addressed. Strengthening connections to support access to justice, recovery, and healing is an ongoing process that is optimal when designed and developed by and for Indigenous people in collaboration with contributing partners.

In addition, action item 1.1 in Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ People Strategy states: "Keep families at the heart of 'changing the story' by providing ongoing support and involvement, including the implementation of this Strategy."

Objective: Support programs for men and boys seeking to end violence.

Implementation lead

Yukon Advisory Committee

Milestones

Invite men and boys' groups and societies seeking to advocate an end to violence against Indigenous women, girls and LGBTQ2S+ to become signatories to the Strategy.

year 1

Implementation considerations

1. Council of Yukon First Nations "anti-domestic violence initiative" for men (July 21, 2022).

