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**ASSEMBLY OF FIRST NATIONS QUEBEC-LABRADOR**

**BRIEF**

**SUBMITTED TO THE**

**HOUSE OF COMMONS STANDING  
COMMITTEE ON FINANCE**

**APRIL 13, 2021**

## **Standing Committee on Finance of the House of Commons of Canada – April 13, 2021**

### **Brief submitted by the Assembly of First Nations Quebec-Labrador (AFNQL)**

We thank the members of the Standing Committee for their invitation to testify. Given the situation caused by the third wave of the current pandemic and the excessively tight deadline, we hereby submit a summary of the main challenges faced by our communities during the two first waves of the pandemic, along with a few solutions to stimulate economic recovery while safeguarding the health of our populations in the best possible way.

Examples presented are drawn from, among other sources, recommendations made in reports prepared by the Assembly of First Nations Québec-Labrador and its regional commissions and organizations. While the existence of several problems has been confirmed by the pandemic, some have continued to worsen since the onset of this public health crisis.

### **Access to Healthcare Services**

The health condition of individuals is influenced by their environment and its determining factors. We continue to note a pressing need to improve connectivity within First Nations communities and acquire the equipment and technology to access telemedicine services, healthcare and social services professionals and teaching personnel, in order to break down isolation and alleviate the distress suffered by many people.

### **Awareness, Monitoring and Data Access**

More than a year into this pandemic, the fact remains that current laws, policies and systems still do not allow First Nations authorities to gain an accurate picture of the situation. First Nations must be provided with the right tools to strengthen their governance in order to watch over and monitor the health status of their populations. Greater control and better management of information is imperative (see the appended document: *Action Plan Against Racism and Discrimination Against First Nations Peoples: Health Component and Its Social Determinants*).

### **Exhaustion and Lack of Essential Resources**

A number of essential workers have expressed how vulnerable they feel working on the front line. The lack of resources and exhaustion are being felt across the entire country. A relief workforce must be planned right now by investing in education and fostering continuous on-the-job training. Provincial and territorial health and social services system personnel must be trained and better informed about the concept of cultural safety.

## Critical Housing Shortage

### – *Vulnerability*

The lack of housing for First Nations in Quebec and resulting overpopulation are long-standing issues. This crisis was prevalent before the pandemic and recent months have further confirmed the urgent need to take action. A study conducted by the AFNQL revealed that more than 10,000 new housing units should be added to the current 15,500 living accommodations of First Nations communities in Quebec. In addition, some 9,500 lots should be made viable for development, and 8,000 housing units renovated (see the appended table: *The Housing Needs of the First Nations in Quebec – 2000, 2006, 2012 and 2018*). Clearly, First Nations are particularly vulnerable in the current pandemic context due to the prevailing housing crisis. Overcrowded housing makes it difficult to self-isolate while increasing the risk of propagation. All avenues must be explored to increase the housing capacity of First Nations. What is more, remedial housing development represents a major economic development opportunity for everyone.

### – *Growing Impact on Homelessness*

Funds intended for temporary infrastructure likely to serve as isolation facilities during this pandemic and shelters for the homeless at other times would be welcome. Homelessness, not to mention its hidden side, is not limited to urban settings; this social phenomenon has also been prevalent in our communities before and during the pandemic. In fact, our data indicate that homelessness continues to escalate. Our communities do not have access to the federal funds transferred to the Province of Québec to deal with homelessness. More human and financial resources are needed to provide food services, clothing, specialized mental health support and housing.

The Rapid Housing Initiative (RHI) of the Canada Mortgage and Housing Corporation (CMHC) is a step in the right direction. However, updated data indicate that it is still largely insufficient. Expressions of interest submitted (\$4.3 billion) largely exceed the \$500-million envelope for which First Nations could apply. In fact, this component is open to 600 First Nations communities as well as other non-urban communities. A specific envelope for First Nations is thus justified. This would alleviate the vulnerability of communities while providing more opportunities to address on-reserve homelessness.

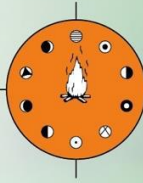
### – *Steep Rise in Construction Costs*

The cost of housing has increased considerably in the last year, with a significant rise in the cost of building materials. The price of softwood lumber has increased over 100%. Steep rises in building costs are the result of high demand from home-building and renovation projects across North America and delays due to COVID-19 restrictions. As a result, the capacity of First Nations to deliver their housing projects within the initial budget envelopes has been compromised. Their financial capacity must be supported to help them achieve their targets for housing units built, which do not even meet the current documented needs. In addition, communities should be given more flexibility in terms of budget envelope uses in order to encourage innovative solutions.

– *Seniors' Housing*

We also recommend that the federal government emulate the Québec government's strategy, set out in Bill 66, to accelerate the construction of seniors' homes. This is a first encouraging step. Building homes for Elders in our communities would provide housing and help protect the custodians of our traditional knowledge and culture while reducing the long waiting lists.

Presented by :



Assembly of First Nations  
Quebec-Labrador

Building on Collective and Sustainable Actions:

DRAFT ACTION PLAN

Against **RACISM** and  
**DISCRIMINATION**  
Against **FIRST NATIONS PEOPLES**  
(Health Component and Its Social Determinants)

January 2021

Sector Specific Cultural Safety, Cultural Awareness,  
Cultural Competence and Cultural Sensitivity Training

Co-Development and Co-Management

Funding Plans Developed in Partnership

Social Determinants of Health as a Framework for Programs, Funding and Service Delivery

Prioritise Investment in First Nations Communities with Companies Interested in Reducing  
Their Carbon Footprint, Green and Blue Economies

Reciprocal accountability: Government accountability to communities for consultations

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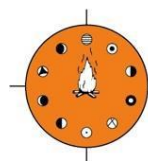
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## Participants

AFNQL	Assembly of First Nations Quebec-Labrador
FNEC	First Nations Education Council
FNQLHSSC	First Nations of Quebec and Labrador Health and Social Services Commission
FNHRDCQ	First Nations Human Resources Development Commission of Quebec
FNQLSDI	First Nations of Quebec and Labrador Sustainable Development Institute
FNQLEDC	First Nations of Quebec and Labrador Economic Development Commission
FNQLYN	First Nations of Quebec and Labrador Youth Network

AFNQL



Assembly of First Nations  
Quebec-Labrador

FNEC



FNQLHSSC



FIRST NATIONS OF QUEBEC  
AND LABRADOR HEALTH  
AND SOCIAL SERVICES  
COMMISSION

FNHRDCQ

COMMISSION DE  
DEVELOPPEMENT DES  
RESSOURCES HUMAINES DES  
PREMIERES NATIONS  
DU QUÉBEC



FIRST NATIONS  
HUMAN RESOURCES  
DEVELOPMENT COMMISSION  
OF QUEBEC

FNQLSDI



FNQLSDI  
FIRST NATIONS OF QUEBEC AND LABRADOR  
SUSTAINABLE DEVELOPMENT INSTITUTE

FNQLEDC



FIRST NATIONS OF QUEBEC  
AND LABRADOR ECONOMIC  
DEVELOPMENT COMMISSION

FNQLYN



First Nations of Quebec and  
Labrador Youth Network

## Note to Reader

This draft action plan has been developed for the national meeting coordinated by the federal government, but also as a complement to the AFNQL ACTION PLAN ON RACISM AND DISCRIMINATION: Engaging with First Nations Against Racism and Discrimination, launched on September 29, 2020.

Its contents will be revised as the document is brought back to our leadership and representatives of our First Nations communities and organizations for their input and recommendations for concrete actions to eliminate the systemic racism and discrimination faced by First Nations people.

DRAFT

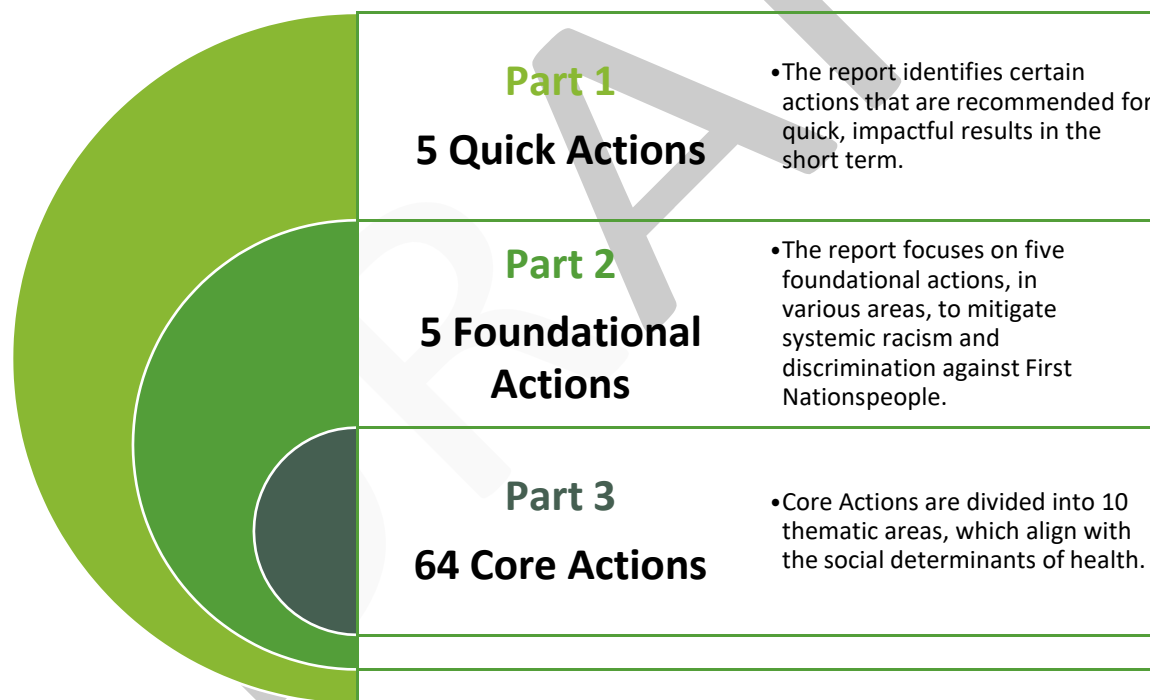
## Executive Summary

The Assembly of First Nations of Quebec-Labrador and the regional commissions and organizations (RCO) participated in the development of this Action Plan on anti-racism and discrimination faced by First Nations people in Quebec and Labrador.<sup>1</sup> *Five foundational actions* against racism and discrimination were assigned priority. These are deemed *foundational actions* in that they are catalysts for future actions to mitigate racism and discrimination barriers faced by First Nations people in Quebec. The foundational actions are followed by detailed core actions, as identified in various thematic areas.

## Report Structure

Using the lens of the social determinants of health, concrete actions are identified with their outcomes and deliverables to make meaningful and measurable progress toward eliminating racism and discrimination, which have negatively impacted the quality of life of First Nations communities for generations.

## Three Main Parts to the Action Plan



<sup>1</sup> AFNQL, FNEC, FNQLHSSC, FNHRDCQ, FNQLSDI, FNQLEDC, FNQLYN

## Anti-Racism and Discrimination Action Report

DRAFT

## Preamble

Numerous reports denounce cases of discrimination and racism against First Nations, their consequences are denounced, and governments are asked to act at all levels. However, beyond these reports, the AFNQL also has a role to play in proposing priority actions. That is why we are taking the initiative, to help move us forward on the path of living together.

In all the years that I have had the privilege of being a spokesperson for the First Nations, I meet almost every day with individuals, groups and representatives of institutions who want to know more about us and who ask questions, often difficult ones, to which the chiefs and I try to answer openly, no matter what the subject.

It is clear that the openness demonstrated by Quebecers in light of the results of the Léger survey that we presented in August 2020 indicates that a desire for progress, closer relations and greater understanding of each other is indeed real. We must build on this goodwill. We call not only on Quebecers, but also on Quebec institutions of all kinds to act as allies in order to achieve “a better life together.”

The proposed action plan contains a broad selection of actions we can take as individuals, groups and institutions.

Ghislain Picard, Chief of the AFNQL

On October 16, 2020, an emergency meeting to end racism against First Nations, Inuit and Métis people in Canada's health systems was coordinated by the federal government. This meeting was an important opportunity to listen, understand and address Joyce Echaquan's tragic death and the unacceptable and avoidable racism she experienced, as well as to express our support for her family and community. The tragic experiences of racism experienced by First Nations, Inuit and Métis people in federal, provincial and territorial health care institutions will require coordinated action by all stakeholders in a renewed spirit of trust, commitment and reconciliation. The next meeting is scheduled for January 27–28, 2021. This meeting is an important milestone, and we expect that a plan of action will begin to take shape.

The following individuals will attend the meeting:

- The Honourable Marc Miller, Member of Parliament and Minister of Indigenous Services;
- The Honourable Carolyn Bennett, Member of Parliament and Minister of Crown–Indigenous Relations; and
- The Honourable Patty Hajdu, Member of Parliament and Minister of Health.

## Background

First Nations in Quebec present several risk factors that make them particularly vulnerable based on their health, social, housing and economic situation. Many First Nations residents are still experiencing injuries that they link to intergenerational traumas such as residential schools, the influenza A(H1N1) pandemic and, more recently, the COVID-19 pandemic.

These situations and experiences can positively or negatively influence the relationship between patients and healthcare professionals. This is why it is essential that all institutions in Quebec's health and social services system implement measures that promote a safe and culturally adapted approach to its various clientele.

Social, health and population-based data attest to the more fragile state of health and more difficult living conditions in many First Nations communities in Quebec and Canada. In addition to these health inequities, social determinants, remoteness and language barriers are other factors that increase the vulnerability of First Nations to racism and discrimination.

In this context and in response to the federal ministers' invitation on October 16, 2020, the Assembly of First Nations Quebec-Labrador and its RCOs have combined forces, knowledge and expertise to present a plan calling on all stakeholders to take action.

The proposed approach focuses on sustainable partnerships, relationship building and the implementation of concrete actions at the political, systemic, clinical, operational and relational levels.

"When you understand what someone values and how they see wellness, you have an opportunity to have more impact. It takes a bit longer, but if we can have more physicians move in this direction, we are promoting health in a better way."

Dr. Sarah Funnell, M.D., FRCPC, Associate Medical Officer, Ottawa Public Health, and Director of Indigenous Health, Department of Family Medicine, Queen's University<sup>1</sup>

## The *Department of Indigenous Services Act* and the Annual Report to Parliament

In August 2017, the Government of Canada announced that Indigenous and Northern Affairs Canada would be dissolved and replaced by two new departments: Indigenous Services Canada and Crown–Indigenous Relations and Northern Affairs Canada. The *Department of Indigenous Services Act* came into force on July 15, 2019. The Act opens by confirming the following:

"The Government of Canada is committed to achieving reconciliation with First Nations, the Métis and the Inuit through renewed nation-to-nation, government-to-government and Inuit-Crown relationships based on affirmation and implementation of rights, respect, cooperation and partnership, promoting respect for

the rights of Indigenous peoples recognized and affirmed by section 35 of the *Constitution Act, 1982*, and implementing the United Nations Declaration on the Rights of Indigenous Peoples.”

The new department of Indigenous Services Canada will carry out the following activities:

- Ensures that Indigenous individuals have access – in accordance with transparent service standards and the needs of each Indigenous group, community or people – to services for which those individuals are eligible;
- Takes into account socioeconomic gaps that persist between Indigenous individuals and other Canadians with respect to a range of matters as well as social factors having an impact on health and well-being;
- Recognizes and promotes Indigenous ways of knowing, being and doing;
- Collaborates and cooperates with Indigenous peoples and with the provinces and territories;
- Implements the gradual transfer of departmental responsibilities to Indigenous organizations. (Government of Canada, 2020)

## Government of Quebec

The Government of Quebec has acknowledged the call to action addressed to governments by the Truth and Reconciliation Commission of Canada. From now on, it will accord special priority to Aboriginal social and cultural issues. This action plan is mobilizing for this purpose \$147 million over the next five years, in addition to the \$135 million that the government will earmark during the same period for the economic and community development of the First Nations, through the renewal of the Aboriginal Initiatives Fund (AIF).

This transitional action plan marks a transitional approach. Indeed, it is the first action plan that the Government of Quebec is publishing in the realm of Aboriginal social and cultural development. It seeks to consolidate in a single instrument the relevant government initiative for the benefit of the Inuit and the First Nations. In other words, the Government of Quebec's initiatives in the social and cultural spheres will henceforth be articulated in a comprehensive action plan and will no longer be scattered among the ad hoc initiatives of government departments and agencies.

The machinery of government must adapt to this original way of working. This means that the action plan can incorporate over the next five years' measures that government departments and agencies are unable to integrate immediately. It also means that the action plan remains open to initiatives which might be designed later with the Aboriginal communities, in keeping with the strategic priorities that it presents.

There are four strategic priorities:

1. Enhance services;
2. Promote the Aboriginal culture and languages;
3. Develop the ability to act of individuals and communities; and
4. Promote consensus building and research. (Government of Quebec, 2017)

## Social Determinants of Health

Determinants of health are the broad range of personal, social, economic, historical and environmental factors that when combined determine individual and population health. Social determinants of health refer to a specific group of social and economic factors within the broader health determinants. These relate to an individual's place in society, such as income, education or employment. Experiences of discrimination, racism and historical trauma are critical social determinants of health for Indigenous Peoples (Government of Canada, 2020).

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*Colonization and colonialism cross-cut and influence all other social determinants of health of First Nations, Inuit and Métis individuals, families and communities. We also know that the health disparities and inequities experienced by Indigenous peoples are rooted in racism and marginalization, dislocation, and social exclusion. While our centre brings forth a strong focus on the social determinants of health, we aim to move beyond health as conceived as a matter of illness due to bio-medical cause and effect, or lifestyle choices. We take the approach that Indigenous ways of knowing and being, including concepts of spirituality, connectedness and reciprocity to the land and all life, self-reliance, and self-determination advance health equality and outcomes.*

**—National Collaborating Centre on Indigenous Health**

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The most common social determinants of health include:

- 1) Income and social status
- 2) Employment and working conditions
- 3) Education and literacy
- 4) Childhood experiences
- 5) Physical environments and geographical location
- 6) Social supports and coping skills
- 7) Healthy behaviours
- 8) Access to health services
- 9) Housing
- 10) Gender
- 11) Culture
- 12) Race/Racism

Racism and discrimination are critical barriers to enjoying good health. As noted on the Canadian Public Health Association's website:

"Racism is insidious and affects all aspects of life. It is correlated to poorer health outcomes for those subject to the behaviour, with the strongest and most consistent findings associating the results of racist behaviours with negative mental health outcomes, negative physical health outcomes (hypertension, low birth weight, heart disease and diabetes), and negative health-related behaviours (cigarette smoking, alcohol use and substance use).

Significant associations were found between self-assessed poor or fair health and the experience of racism. The reasons given for this effect include:

- economic and social deprivation;
- toxic substances and hazardous conditions;
- socially-inflicted trauma (mental, physical, and sexual that are either directly experienced or witnessed, and range from verbal threats to violent acts);
- targeted marketing of commodities that can be harmful to health;
- inadequate or degraded medical care; and
- degradation of ecosystems, including systematic alienation of Indigenous peoples from their lands and traditional economies.” (Canadian Public Health Association, 2018)

Using the lens of social determinants of health, we have identified concrete actions, outcomes and deliverables that will make meaningful and measurable progress towards eliminating racism and discrimination which have negatively impacted the quality of lives of First Nations communities for generations. The ten themes selected are aligned with the social determinants of health:

- **Governance and Policy**
- **Health and Wellness: Access to Services**
- **Sports and Leisure**
- **Education, Employment and Training**
- **Culture and Language**
- **Housing**
- **Public Security and Justice**
- **Economic Development**
- **Access, Management and Protection of Territories**
- **Community Infrastructure**

## Previous Calls to Action

The First Nation and Inuit organizations have conducted or have participated in extensive consultations to identify racism and discrimination barriers. As a result of these community-based consultations, 513 calls to actions were developed as noted below. The successful implementation of these calls to action will help lead to the elimination of racism and discrimination experienced by First Nations.

- **94** calls to action noted in the Truth and Reconciliation Commission
  - **231** calls to action noted in the National Inquiry of Missing and Murdered Indigenous Women and Girls
  - **21** calls for Justice in the National Inquiry of Missing and Murdered Indigenous Women and Girls (Specific report for the Quebec region)
  - **26** calls to action noted in Joyce’s Principle
  - **141** calls to action noted in AFNQL Action Plan on Racism and Discrimination
- Total: **513** calls to action*

## **PART 1 QUICK Actions**

## PART 1 QUICK Actions (QA) | Short-Term Deliverables Across Commissions and Organizations

- The report identified five key actions that are recommended for quicker, impactful action in the short term.

QUICK Actions	3-MONTH DELIVERABLES	6-MONTH DELIVERABLES	12-MONTH DELIVERABLES
<p><b>QA1. Develop sector-specific cultural awareness, sensitivity, competence and safety training.</b></p> <p>This will create commitment to develop concrete actions leading to the elimination of racism and discrimination experienced by First Nations. First Nations must take the lead in identifying barriers and potential solutions towards eliminating racism and discrimination experienced by First Nations.</p>	<p>Develop a training and communication strategy.</p> <p>Identify potential trainers – First Nation Ambassadors</p> <p>Develop curriculum.</p> <p>Develop a train the trainer module.</p> <p>Conduct training.</p>	<p>Deliver training to four key sectors which impact service delivery, funding and messaging.</p> <ol style="list-style-type: none"> <li>1) Media</li> <li>2) Government</li> <li>3) Health</li> <li>4) Education</li> </ol> <p>Continue recruiting youth ambassadors to deliver training in community and urban settings.</p> <p>Digitize training content for delivery of training via webinars.</p> <p>Develop a public awareness campaign to be delivered using various social media platforms.</p>	<p>Deliver digitized training to media, government, health, education, as well as corporate, fishing, mining and construction sectors.</p> <p>Deliver public awareness campaign for the general public using various social media platforms.</p>
<p><b>QA2. Advocates for First Nations People</b></p> <p>Develop a resource list of First Nations interpreters and/or advocates in health, social services,</p>	<p>Develop a resource list of First Nations interpreters.</p> <p>Develop a resource list of advocates in the health, social services,</p>	<p>Develop a training program for interpreters and advocates to ensure the messaging and knowledge is consistent.</p>	<p>Deliver sector-specific cultural awareness, sensitivity, competence and safety training.</p> <p>Share list with government,</p>

QUICK Actions	3 MONTH DELIVERABLES	6 MONTH DELIVERABLES	12 MONTH DELIVERABLES
<p>housing, justice, education, Early childhood, economic development, cultural and political sectors.</p> <p>Advocacy and language should effectively address access and trust.</p>	<p>housing, justice and education sectors.</p> <p>Identify current and future interpreters and advocates.</p>	<p>Deliver interpreter and advocacy training.</p> <p>Share list of interpreters and advocates with First Nations communities.</p> <p>Communicate with health, social services, housing, justice and education the role of interpreters and advocates.</p>	<p>health, social service, justice and education sectors.</p> <p>Share list with government, health, social service, justice and education sectors.</p>
<p><b>QA3. Accuracy of Qualitative and Quantitative Data Required to Determine Progress Based on Concrete Data</b></p>	<p>Identify a point person within each community and organization who will be responsible for collecting qualitative and quantitative data.</p> <p>Identify quantitative and qualitative data required to develop a comprehensive community/regional portrait.</p> <p>Prepare training materials for accurate data collection.</p>	<p>50% of community portraits completed.</p> <p>Collective data across communities and regions.</p>	<p>Remaining 50% of community portraits completed.</p> <p>Regional portrait completed.</p> <p>Establish a formal partnership to collect, access and manage data based on “The First Nations principles of ownership, control, access, and possession” (OCAP).</p>

QUICK Actions	3-MONTH DELIVERABLES	6-MONTH DELIVERABLES	12-MONTH DELIVERABLES
<p><b>QA4. Public education regarding the rights of First Nations people for the implementation of coordinated actions</b></p> <p>Every stakeholder has a role to play, culturally responsive, co-development, understanding of our collective roles. Every sector and individual have a critical role to play in eliminating racism and discrimination experienced by First Nations. A public awareness plan initiated by First Nations in consultation with representatives from all sectors and the general public is a necessary approach leading to collective understanding and action towards the elimination of misconceptions, biases, prejudices and discrimination.</p>	<p>Develop a digital and print based public awareness campaign related to land, fishing and hunting rights.</p>	<p>Deliver public awareness campaign digitally and via print related to land, fishing and hunting rights.</p>	<p>Ensure fishing and hunting licensing boards have documentation which is shared with the public regarding land, fishing and hunting rights of First Nations and the expectation that racism and discrimination will not be tolerated.</p> <p>Ongoing discussion with First Nations and non-Indigenous regarding sustainable hunting and fishing goals and objectives, respect for the land, values and cultures.</p>

QUICK Actions	3-MONTH DELIVERABLES	6-MONTH DELIVERABLES	12-MONTH DELIVERABLES
<p><b>QA5. Expand career options for children, youth and adults in the health and social services sectors.</b></p> <p>Provide knowledge, exposure, mentorship, job-shadowing opportunities to children, youth and adults with respect to the wide-ranging opportunities available within the health and social service sector as well as other sectors.</p>	<p>Develop an employment strategy.</p> <p>Identify potential mentors within and external to the community in health and social services.</p>	<p>Deliver career development curriculum for students starting in grade 1.</p> <p>Identify internship and mentorship opportunities for youth within and external to the community.</p> <p>Pair youth mentees with professional mentors.</p>	<p>Continue with career development workshops.</p> <p>Continue pairing youth mentees with professional mentors.</p>

## **PART 2 | Five Foundational Actions**

# Five Foundational Actions

Here are five foundational actions necessary to give momentum to succeeding actions to eliminate racism and discrimination.

## 1. SELF-GOVERNANCE and SELF-DETERMINATION – By and for First Nations

*Laws, regulations, policies, programs, strategic and funding plans with government, funders and all service providers*

### **Proposed Action**

First Nations will define their governance structures to meet the needs and reflect a consensus-based approach to decision making. Collectively or locally define the best structures that are needed *by* and *for* First Nations. This entails a formal recognition of First Nations rights and abilities to self-govern without a higher level of scrutiny than is required of other organizations/government. Solemn recognition of First Nations structures to govern themselves—which in turn shall set a model for First Nations in their own self-governance.

### **Precedent**

There is a successful precedent that deserves to be highlighted in the housing sector. It is a mutually beneficial, working partnership between the government and First Nations which has resulted in the co-development and co-management of strategic planning and specific initiatives to address a housing crisis. This has resulted in a Regional Tripartite Housing Committee (RTHC) which has representatives from First Nations, Indigenous Services Canada (ISC) and Canada Mortgage and Housing Corporation (CMHC). This is a model specific to Quebec and unique in Canada.

### **Barriers**

- The current top-down approach to developing laws, policies, funding initiatives, and/or strategic planning clearly signal that non-Indigenous people presume that they know better First Nations peoples' needs and ideas for solutions better than First Nations peoples themselves.
- Excessive level of accountability required of First Nations organizations (Ex.: number of regulations in funding access), different 'rules' for First Nations, with additional barriers and steps that are not required of provincial government from federal.

## 2. Federal and provincial funds – Allocations must be developed in collaboration with First Nations.

*Based on the priorities generated by First Nations communities and organizations.*

### **Proposed Action**

A long-term funding plan will be developed by First Nations communities and organizations based on priorities they identify. A long-term funding plan will develop solutions which will be relevant, high impact and sustainable.

### **Precedent**

FNQLHSSC supported communities and organizations in the creation of a reciprocal governance document titled: *Quebec First Nations Health and social Services Governance Process: Portrait of the Rights, Laws, Policies and Agreements Concerning Health and Social Services for the Aboriginal Peoples of Canada in Health and Social Services (2016)*.

### **Barriers**

Funding strategies are not co-developed or co-managed, they are often top down. As such, funding does not match the reality and needs of First Nations. Short term or one-off funding does not allow for the development of sustainable, relevant and high impact solutions. It does not create change in the quality of life our populations.

There are major barriers in relation to funding preventing a transformative change in the quality of lives of our communities and First Nations citizens.

- Federal dollars are decentralized to the province, ignoring agreements that are in place with First Nations communities.
- The Government of Quebec does not honour the agreements in place between First Nations and the Government of Canada. As a result, the Government of Quebec acts as a gatekeeper to federal dollars allocated for First Nations services and programs.
- Services for First Nations do not receive equitable funding.
- Funding strategies are not co-developed or co-managed with governments. As such, funding does not match the reality and needs of First Nations.
- Short term or one-off funding, a common occurrence in Education for example, does not allow for the development of sustainable, relevant and high impact solutions.

### 3. Social Determinants of Health as a Framework for Programs, Funding and Service Delivery

#### **Proposed Action**

The social determinants of health which include racism should be used as a guide to systematically and consistently remove barriers preventing First Nations peoples from enjoying a good quality of life as defined by them. The social determinants of health highlight the importance of the physical environment which includes housing. The Office of the United Nations High Commissioner provides additional insight into specific elements required for adequate housing as follows: legal security of tenure; affordability; habitability; availability of services, material, facilities and infrastructure; accessibility; location and cultural adequacy. The housing crisis that has plagued our communities for decades is discriminatory. A home is central to our well-being, dignity, and provides a sense of belonging, safety, and a sense of self.

#### **Barriers**

The housing sector is significantly under-funded and does not meet our current or future needs of our growing population which will further exasperate our housing requirements. Furthermore, the specific elements required for adequate housing are not currently incorporated into the funding plan. In addition, maintenance funding to address our current stock of housing is also not adequately addressed in the current plan.

### 4. Sector-Specific Cultural Safety, Cultural Awareness, Cultural Competence and Cultural Sensitivity Training

#### **Proposed Action**

Eliminating prejudices, biases, assumptions, misconceptions, discrimination, and racism requires intentional opportunities for dialogue and discussion with government, funders, service providers, media and the general public. To create authentic spaces for dialogue it will be important to have a conversation about cultural safety, cultural awareness, cultural competence, and cultural sensitivity led by trainers who are recognized and trusted by First Nations authorities. These conversations will be difficult but are necessary to eliminate racism and discrimination. Therefore, this training needs to be mandatory to develop authentic working partnerships. In addition, governments and organizations serving First Nations peoples need to demonstrate their commitment towards eliminating racism and discrimination by developing a Cultural Safety Policy and Administrative Framework.

#### **Barriers**

The federal and provincial governments will need to mandate this type of training for government employees, funders, media, health, education social services and other service providers serving First Nations peoples to create spaces for dialogue and begin the process

of eliminating prejudices, biases, assumptions, misconceptions, discrimination and racism experienced daily by First Nations communities and peoples.

## 5. Reciprocal Accountability: Government Accountability to First Nations for Consultations

### **Proposed Action**

Consultations should be limited to a gap in information that has not been addressed in the 513 calls to action or justice or in the numerous reports and briefs tabled by First Nations communities and organizations, which incorporate the realities, needs and priorities of the First Nations.

### **Barriers**

First Nations are inundated with consultations requests from government. Many communities and organizations do not have the capacity to complete and contribute in a timely or thorough manner. In the case of required consultations, and in a spirit of collaboration, timely feedback to the communities and organizations regarding the outcomes from consultations conducted is recommended.

## **PART 3 | Core Actions**

## Core Actions

Using the lens of social determinants of health, we have identified CORE actions, outcomes and deliverables that will make meaningful and measurable progress towards eliminating racism and discrimination which have negatively impacted the quality of life of First Nations people for generations. The 10 thematic areas under which the CORE actions appear were selected and align with the social determinants of health:

THEMATIC AREA	NUMBER OF CORE ACTIONS
• Governance and Policy	14
• Health and Wellness: Access to Services	9
• Sports and Leisure	3
• Education, Employment and Training	12
• Culture and Language	5
• Housing	9
• Economic Development	5
• Public Safety and Justice	3
• Access, Management and Protection of Territories	3
• Community Infrastructure	1
	64 Actions

## Thematic Area: Governance and Policy

First Nations in Quebec have noted for many years that the current health and social services system does not adequately meet their realities and needs. Initiated in 2013, the Quebec First Nations health and social services governance process stems from this observation made by First Nations regarding the need to renew the current governance structure.<sup>2</sup>

Thus, the health and social services governance process aims to develop and support the autonomy of First Nations communities and organizations in a perspective of self-determination and improvement of their wellness. At the end of this process, the First Nations will have collectively built a new model of effective governance by and for First Nations that relies on a co-construction approach that is supported by environmental analysis and they will have worked towards its implementation (FNQLHSSC, 2020).

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<sup>2</sup> <https://gouvernance.cssspnql.com/en/>

## Thematic Area: Governance and Policy

### SUMMARY of ACTIONS

1. Implement the Assembly of First Nations Quebec-Labrador's Action Plan Against Racism and Discrimination.
2. Implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.
3. Accountability and transparency by the provincial government for the delivery of services and programs to First Nations communities.
4. Co-development of federal and provincial laws that concern First Nations thereby bringing to the attention of federal and provincial governments laws which result in racism and discrimination experienced by First Nations peoples.
5. Achieve gender-equity in all First Nations communities and organizations.
6. Develop an education campaign to promote female leadership in government and politics.
7. Develop a capacity development program in politics and leadership for girls and women.
8. First Nations communities have jurisdiction over the protection and well-being of their children (federal Act C-92).
9. Collaborative partnership with Quebec government with respect to consultations and program funding.
10. Recognition of First Nation government service delivery structure and institutions.
11. The federal and provincial governments have a long-term transparent core and program funding plan that can effectively and sustainably addresses relevant key issues facing First Nations communities in a holistic manner leading to sustainable, high-impact results.
12. Deliver sensitization training highlighting the contributions, realities and challenges experienced by First Nations, Métis and Inuit to newly elected and current elected officials and senior leaders of the federal, provincial and territorial governments along with their teams.
13. Review and consolidate the role and responsibilities of Indigenous coordinators working within Quebec government departments.
14. Measurable action towards ensuring cultural safety which involves challenging inequalities in health care and improving health care access for First Nations peoples.

## GOVERNANCE AND POLICY

CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
1. Implement the Assembly of First Nations Quebec-Labrador's Action Plan Against Racism and Discrimination.	Action plans developed by First Nations highlighting their priorities and barriers are not being considered or integrated into federal and provincial government action plans, service delivery and programs developed for First Nations. As a result, minimal progress has been made in the improvement of quality of lives of First Nation peoples from one generation to the next in comparison to non-First Nations population.	<p>Federal, provincial and municipal governments, as well as civil society, formally commit to fighting racism and discrimination against First Nations peoples through the 141 actions noted in the Plan.</p> <p>Acknowledgement of the link between racism and discrimination experienced by First Nations peoples and worsening quality of life from one generation to the next by federal, provincial and municipal governments, and communities, organizations serving First Nations peoples.</p> <p>Developing common initiatives to address racism and discrimination with government, non-profit organizations, and civil society.</p>	<p>Implementation of the action noted in the Plan by the Quebec government.</p> <p>Measurable reduction in racism and discrimination experienced by First Nations peoples.</p> <p>Concrete action leading to increased synergy and harmony between Indigenous and non-Indigenous government, organizations and communities.</p> <p>Increased respect and value for all knowledges and lived experiences.</p>	<p>Local governments of First Nations</p> <p>Federal government</p> <p>Government of Québec</p> <p>First Nations regional commissions and organizations (RCO)</p> <p>Other First Nations organizations (PN)</p>	AFNQL	Ongoing
2. Implement the United Nations Declaration on the Rights of Indigenous	A clear road map is necessary to advance lasting reconciliation with Indigenous peoples.	UNDRIP is used as a clear framework for reconciliation.	The Declaration is adopted as a framework for reconciliation by	AFNQL	Local governments of First Nations	Ongoing

## GOVERNANCE AND POLICY

CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
Peoples as the framework for reconciliation.	Currently, there has been some progress towards reconciliation, but without addressing racism and discrimination, lasting reconciliation will not be attainable.	Federal and provincial legislation is reviewed and amended in accordance to UNDRIP.	<p>federal and provincial governments.</p> <p>Legislation reviewed using UNDRIP lens to ensure compliance.</p> <p>The federal and Quebec governments are accountable to the rights afforded to First Nations peoples as noted in UNDRIP.</p>	<p>First Nations regional commissions and organizations (COR)</p> <p>Other First Nations organizations (PN)</p> <p>Federal departments</p> <p>Government of Quebec departments</p>	<p>Federal Government</p> <p>Government of Québec</p>	
3. Accountability and transparency by the provincial government for the delivery of services and programs to First Nations communities.	Currently the Quebec government is not legally bound to implement the policies, programs and services agreed by the federal government. As a result, the First Nations peoples do not receive the programs and services they are entitled to notably in health and education.	<p>First Nations co-develop and co-manage the programs and services delivered to First Nations communities in collaboration with governments.</p> <p>Develops milestones, deliverables and expected outcomes based on the 141 actions noted in the AFNQL Action Plan to reduce racism and discrimination; and,</p> <p>Provides regular updates to First Nations communities and organizations regarding</p>	<p>AFNQL will hold the government accountable during discussions held at the Joint Political Table with respect to:</p> <p>First Nations rights;</p> <p>Delivery of relevant, high quality services and programs based on approved quality of life success criteria; and</p> <p>Concrete progress made towards the implementation of the AFNQL Action Plan to reduce racism and discrimination.</p>	<p>Assembly of Chiefs</p> <p>Government of Quebec</p>	<p>AFNQL</p> <p>FNHRDCQ</p>	

## GOVERNANCE AND POLICY

CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		actions implemented, challenges faced and resolutions developed.				
<p>4. Co-development of federal and provincial laws that concern First Nations thereby bringing to the attention of federal and provincial governments laws which result in racism and discrimination experienced by First Nations peoples.</p> <p>Development of First Nations laws by First Nations Governing bodies.(C-92).</p>	<p>Canada's federal fiduciary responsibility towards First Nations peoples is not transferred to provinces when it transfers the responsibility of providing federally approved programs and services, notably in relation to health and education.</p> <p>For example, even though French and English are both official Canadian languages, the Quebec government is not legally bound to provide services in English thereby preventing access to services in health and education for English speaking First Nations peoples.</p>	<p>Quebec and First Nations governments:</p> <p>Co-develop laws related to First Nations;</p> <p>Work with the Government of Quebec to eliminate policies that are in contradiction to human rights and the inherent rights of First Nations; and</p> <p>Actively develop solutions to address barriers in service delivery notably in health and education.</p>	<p>The government of Quebec will have fiduciary responsibility towards First Nations peoples when the federal government transfers the responsibility of providing federally approved programs and services.</p> <p>Provincial laws and policies are free from discrimination and racism ensuring that human and inherent rights of First Nations.</p> <p>The Premier of Quebec provides his cabinet with a clear mandate specifying his expectations with regard to the priorities to be implemented in collaboration with the First Nations in Quebec.</p> <p>Services provided to First Nations will be available in both official languages.</p>	<p>Federal Government</p> <p>Government of Québec</p> <p>AFNQL</p> <p>First Nations regional commissions and organizations (RCO)</p> <p>Other First Nations organizations (PN)</p> <p>Federal departments</p> <p>Government of Quebec departments</p> <p>Quebec Network of Health and Social Services</p>	<p>Local Governments of First Nations</p> <p>Federal Government</p> <p>Government of Québec</p>	Ongoing

## GOVERNANCE AND POLICY

CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
5. Achieve gender-equity in all First Nation communities and organizations.	<p>Policies, laws, opportunities, and rights for women are inequitable. Women are not encouraged to become leaders.</p> <p>Currently there are 300 chiefs, only 75 are women.</p> <p>Women do not have the same status as men within the community.</p>	<p>Girls and women would no longer be the exception but the norm in positions of leadership.</p> <p>Increased confidence in their own voices and ideas.</p> <p>First Nations women are Grand Chiefs and Counselors.</p>	<p>Equity in female leadership.</p> <p>Equal rights and representations under the law for First Nations women.</p>		AFNQL – Elected Women's Council	
6. Develop an education campaign to promote female leadership in government and politics.	<p>Girls and women are unaware of the various roles available in government and politics.</p>	<p>Mentoring is available for girls and women in leadership roles in government and politics.</p> <p>Women understand the nuances and are involved in the dossier within the AFNQL &amp; AFN (community, province, nation)</p> <p>Women have ongoing access to professional development.</p> <p>Women have the ability to represent and discuss the dossiers within their community/urban setting</p>	<p>Ongoing leadership training available for girls and women.</p> <p>Increased number of women entering into influential roles in government and politics.</p> <p>Regular networking opportunities with women in politics and leadership.</p>		AFNQL – Elected Women's Council	

GOVERNANCE AND POLICY						
CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>and advise provincial and national leaders.</p> <p>Women understand where to seek information regarding government programs and supports.</p>				
7. Develop a capacity development program in politics and leadership for girls and women.	Currently women multi-task between caring for their own families and extended families leaving them with very little time for training.	<p>Women in leadership empower new leaders to develop soft and technical skills.</p> <p>Women attend and speak confidently at provincial and national assemblies.</p> <p>Men support women to take on leadership roles by providing them with the time and opportunity to focus on issues she cares about outside the home.</p>	<p>Onboarding/training of women into leadership positions.</p> <p>Increased number of women entering into influential roles in government and politics.</p>		AFNQL – Elected Women's Council	
8. First Nations have jurisdiction over the protection and well-being of their children. (C-92).	<p>Disproportionate representation of First Nation children in youth protection services.</p> <p>Children being placed in non-First Nation homes.</p>	<p>Child protection and well being laws are child-centred, community-directed, and focused on prevention.</p> <p>Child protection and well being laws incorporate and respect the tradition,</p>	First Nations communities have federal and provincial support in creating their own laws and regulations for the protection and well being of their children.	Communities and organizations	FNQLYN FNQLHSSC	

## GOVERNANCE AND POLICY

CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
	Lack of understanding of First Nations culture and family structure.	<p>culture and values of First Nations communities</p> <p>Youth protection services, schools, educational centres, and police have a clear understanding of the family structures in First Nation families and respect their values and culture.</p>	<p>Definitions of neglect, consequences of neglect are developed and maintained by the community. Parents and grandparents will be actively involved in developing the definitions and consequences of neglect.</p> <p>Child protection and well being laws are based on assessment and referrals instead of reporting.</p> <p>When a report is made to remove a child from their home, facts will be triaged before removing children. Three groups of people having the best interest of the child will meet to review the facts including the person who initiated the complaint, the child's direct caregiver (parent/grandparent/aunt y/uncle), and a community leader.</p>			
9. Collaborative partnership with Quebec government with respect to	Currently, requests from the Quebec government for consultations and program	The government of Quebec will:	A joint framework developed with the government of Quebec	Quebec government and departments.	FNQLSDI	

## GOVERNANCE AND POLICY

CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
consultations and program funding.	funding occurs at the very last minute without considering the time, planning and reflection required to respond such requests.	<p>Recognize the time, scope and knowledge required to thoughtfully and accurately contribute to consultation requests;</p> <p>Provide sufficient lead time to ensure organizations are able to incorporate feedback from communities; and</p> <p>Inform the communities the result of consultations.</p>	<p>resulting in an authentic and collaborative consultation process with First Nations communities.</p> <p>Reduced miscommunication and misperception about the rights of First Nations people due to the Government of Quebec acknowledging the rights of First Nations for self govern and the Quebec government's role of providing technical support.</p> <p>Increased understanding regarding First Nations peoples concerns about lands territories and right. Knowledge, culture, values, principles, and lived experiences of First Nations people are incorporated into consultations and funding proposals.</p>	AFNQL		
10. Recognition of First Nation government service delivery structure and institutions.	Currently, organizations and institutions that are not accountable to	New monies earmarked to improve the quality of lives of First Nations communities will only	A brief write-up of First Nations government service and delivery structure will be shared		FNHRDCQ	

## GOVERNANCE AND POLICY

CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
	First Nation communities are receiving funding.	flow through institutions and organizations accountable to First Nations peoples.	with the federal and provincial governments.  A list of institutions and organizations which are accountable to First Nations communities will be shared with federal and provincial governments.			
11.The federal and provincial governments have a long-term transparent core and program funding plan that can effectively and sustainably address relevant key issues facing First Nations communities in a holistic manner leading to sustainable, high-impact results.	<p>Communication from the government regarding the availability of funds is often shared with communities and organizations at the very last minute without any forewarning.</p> <p>These sudden, frequent requests with tight timelines leave the community with the impression that the government is not really committed to achieving sustainable results and/or is not dedicating sufficient time and thought towards the development of appropriate funding plans to address the complex, inter-generational issues faced by First Nations peoples.</p>	<p>The government communicates their annual funding plan to communities in a timely fashion.</p> <p>The government recognizes the time and thought required to develop high impact, relevant services and programs by providing communities and organizations with adequate time to prepare funding proposals.</p> <p>Government websites clearly communicates funding criteria and discloses grant and funding recipients.</p>	<p>The government demonstrates respect and value for the work undertaken by communities and organizations serving the complex needs of First Nations communities through a working partnership focused on improving the quality of lives of First Nations peoples.</p> <p>The government has a long-term funding plan which has been developed based on the priorities identified by First Nations communities.</p>		FNQLEDC	

## GOVERNANCE AND POLICY

CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
	<p>This forces organizations to complete funding proposals, including the development of programs and services responding to complex needs of the community within a short period of time. Due to the short, highly pressured turn around time, community members cannot be consulted, not enough thought can be put towards developing the proposal in order to ensure that the complex issues can be meaningfully addressed. This leaves the community feeling that there is a lack of respect regarding the time and thought required to complete to the time it takes to converse with communities and respond to needs</p>	<p>The government provides feedback regarding funding proposals submitted in order to develop the capacity of First Nations organizations.</p>	<p>The government provides sufficient time to prepare funding proposals.</p>			
<p>12.Deliver sensitization training highlighting the contributions, realities and challenges experienced by First Nations to newly elected and current elected officials and senior leaders of the federal, provincial and territorial governments along with their teams.</p>	<p>Currently, elected officials and their teams are not provided with first-hand knowledge from First Nations peoples regarding their history, realities and contributions.</p>	<p>Elected officials and senior government officials and their teams are provided with opportunities to dialogue with and better understand firsthand the history, realities, and contributions of First Nations.</p>	<p>A collaborative approach to developing common goals, objectives and strategies enabling First Nations peoples to achieve higher quality of life.</p>	<p>AFNQL</p> <p>First Nations regional commissions and organizations (RCO)</p> <p>Other First Nations organizations (PN)</p> <p>Federal departments</p>	<p>Local Governments of First Nations</p> <p>Federal Government</p> <p>Government of Québec</p>	<p>2021-2022</p>

GOVERNANCE AND POLICY						
CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		Ongoing dialogue and concrete actions deepen understanding, eliminate misconceptions and allows for opportunity to develop common goals and objectives.		Government of Quebec departments		
13. Review and consolidate the role and responsibilities of Indigenous coordinators working within Quebec government departments.	The role of Indigenous coordinators will have to be reviewed and consolidated in order to better meet current needs and challenges. Each coordinator will also have to undergo training on cultural awareness on First Nations.			AFNQL  First Nations regional commissions and organizations (RCO)  Other First Nations organizations (PN)  Federal departments Government of Quebec departments  Universities	Government of Québec	2021-2022
14. Measurable action towards ensuring cultural safety which involves challenging inequalities in health care and improving health care access for First Nations peoples.	The social, political, and historical contexts of health care, along with racism, discrimination, and prejudice, and unequal power relations are not currently being addressed in health care design and delivery of services.  The National Aboriginal Health Organization (NAHO)	Health care inequalities are successfully challenged leading to improved health care and health care access for First Nations peoples.	Identifying and removing the inequities preventing First Nations peoples from accessing high quality health care and service.  Ensuring that health care delivery and access is free from proximal, intermediate, and distal barriers.	Political leaders of First Nations  Federal government  Provincial government	First Nations regional commissions and organizations (RCO)  Other First Nations organizations (PN)	2021

## GOVERNANCE AND POLICY

CORE Action	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
	states that cultural safety, “within an Indigenous context means that the educator/practitioner/ professional, whether Indigenous or not, can communicate competently with a patient in that patient’s social, political, linguistic, economic, and spiritual realm.” In addition, NAHO states that cultural safety “moves beyond the concept of cultural sensitivity to analyzing power imbalances, institutional discrimination, colonization and colonial relationships as they apply to health care.		<p>Proximal barriers include geography, education attainment, and negative bias among healthcare professionals resulting in a lack of or inadequate immediate care in First Nations communities.</p> <p>Intermediate barriers comprise of employment and income inequities and health education systems that are not accessible to First Nations.</p> <p>Distal barriers include colonialism, racism and social exclusion, resulting in limited involvement of First Nations in policy making and planning to address community healthcare needs. (Nguyen NH, 2020)</p>		Other organizations	

## Thematic Area: Health and Wellness, Access to Services

The health and social services sectors provide administrative and technical support to communities for the implementation of health and social services programs. They play an active role in the development of strategies and the deployment of community initiatives adapted to First Nations needs and culture. The sectors are actively engaged in all areas of health, from transmissible diseases to the promotion of healthy lifestyles, healthcare delivery, health human resources, mental wellness, child and family services, early childhood, and justice.

## Thematic Area: Health and Wellness, Access to Services

### SUMMARY of ACTIONS

1. The federal and provincial governments unanimously adopt and financially support the successful implementation of Joyce's Principles in collaboration with First Nations in Quebec.
2. Create a new position: Independent Commissioner for First Nations Health and Social Services.
3. Provide mandatory, recurrent and progressive cultural competence and safety training to Quebec Network of Health and Social Services staff and all other service providers working with First Nation communities and organizations.
4. Access to health and social services in First Nations languages, as well as English.
5. The elimination of biases, assumptions and prejudices with respect to First Nations peoples, particularly women and youth experiencing a mental health crisis.
6. Develop community-based workshops, awareness campaigns through social media platforms to ensure that First Nations members understand the complaint process in relation to social and health service delivery and access.
7. First Nations communities have an adequate number of birthing centres and/or midwives within each community.
8. Provide knowledge, exposure, mentorship, job-shadowing opportunities to children, youth and young adults with respect to the wide-ranging opportunities available within the health and social service sector as well as other sectors.
9. The federal and provincial governments financially support and agree to review and modify their colonial policies to further reflect the specificities, realities and culture of the First Nations in Quebec.

## HEALTH AND WELLNESS (ACCESS)

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
1. The federal and provincial governments unanimously adopt and financially support the successful implementation of Joyce's Principles in collaboration with First Nations in Quebec.	<p>First Nations peoples face discrimination and racism when accessing social and health services.</p> <p>Furthermore, First Nations peoples' traditional and living knowledge with respect to health is not respected or recognized by hospitals and health care professionals.</p>	<p>Guarantees all Indigenous people the right to equitable access, without any discrimination, to all social and health services, as well as the right to enjoy the best possible physical, mental, emotional, and spiritual health.</p> <p>Recognition and respect of Indigenous people's traditional and living knowledge in all aspects of health among non-Indigenous health care systems and staff.</p>	<p>Measurable improvement in the physical, emotional, mental and spiritual health of First Nations peoples.</p> <p>Develop and share with federal and provincial government a Cultural Safety Policy and Administrative Framework which incorporates:</p> <ul style="list-style-type: none"> <li>• Cultural awareness;</li> <li>• Cultural sensitivity;</li> <li>• Cultural competence; and</li> <li>• Cultural safety. (Baba, 2013)</li> </ul>	<p>Federal Government</p> <p>Government of Québec</p> <p>AFNQL</p> <p>Other First Nations organizations (PN)</p> <p>FNQLHSSC</p>	<p>Council of the Nation of Atikamekw</p> <p>Manawan Atikamekw Council</p> <p>First Nations regional commissions and organizations (RCO)</p> <p>Other organizations</p> <p>Federal Ministries</p> <p>Government of Quebec Ministries</p> <p>Quebec Network of Health and Social Services</p> <p>Professional Orders</p> <p>Other organizations</p>	2021–2022

## HEALTH AND WELLNESS (ACCESS)

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
2. Create a new position: Independent Commissioner for First Nations Health and Social Services.	The Commissioner would address the inequities experienced by First Nations within the health and social service sectors.	Address unresolved complaints.  Investigate systemic issues. Advocate on behalf of First Nations	Resolution of outstanding complaints.		Government of Québec  Federal Government  Other organizations	
3. Provide mandatory, recurrent and progressive cultural competence and safety training to Quebec Network of Health and Social Services staff and all other service providers working with First Nations.	PHAC has outlined 36 core competencies for all public health professionals. Absent from these core competencies is:  <ul style="list-style-type: none"> <li>• Cultural awareness;</li> <li>• Cultural sensitivity;</li> <li>• Cultural competence; and</li> <li>• Cultural safety. (Baba, 2013)</li> </ul> Proficiency in these core competencies is critical to eliminating racism and discrimination.	Restore confidence in health care services provided to First Nations peoples.  Deepen the understanding of health care outcomes experienced by First Nations.  Increase opportunities for positive engagement between First Nations peoples and health care service providers.  Reduce misconceptions, prejudices, biases, and misunderstanding of First Nations.	Delivery of cultural awareness, sensitivity, competence and safety training to health care providers increases probability of developing concrete actions leading to elimination of discrimination and racism.	FNEC  FNQLHSSC  Government of Québec  Other First Nations organizations (PN)	AFNQL  First Nations regional commissions and organizations (RCO)  Other First Nations organizations (PN)  Quebec Network of Health and Social Services  Professional Orders  Government of Quebec Ministries	2021–2022

## HEALTH AND WELLNESS (ACCESS)

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
4. Access to health services in First Nations languages, as well as English.	<p>First Nations currently accessing social and health services experience heightened anxiety, stress along with mistrust of the services being provided based on knowledge of deadly outcomes experienced by First Nations.</p> <p>Community members also experience language barriers, disempowerment, and a sense of isolation and vulnerability as many of these services are not available within their own communities.</p>	<p>First Nations community members would be able to access a resource dedicated to supporting them to navigate the system and services in their first language thereby reducing their stress, increasing their sense of empowerment and trust with the services being provided and outcomes being discussed.</p> <p>Community members experience a sense of confidence as an advocate is present with them. All patients feel a sense of vulnerability when the access health and social services as they are not feeling their best. Adding to this experience is a sense of power imbalance normally experienced between patient and health care provider which is heightened as a result of language barrier</p>	<p>Provide a "patient navigator" service for First Nations peoples accessing health and social services. This dedicated First Nations resource will be available for in-person or phone support.</p> <p>A resource list of First Nations interpreters shared with for government, health, social and education sectors.</p>	<p>AFNQL</p> <p>Government of Quebec</p> <p>Local First Nations governments</p> <p>FNQLHSSC</p>	<p>Other organizations</p> <p>AFNQL</p> <p>First Nations regional commissions and organizations (RCO)</p> <p>Quebec Network of Health and Social Services</p> <p>Other First Nations organizations (PN)</p> <p>Professional Orders</p> <p>Government of Quebec Ministries</p> <p>Other organizations</p>	2021–2022

HEALTH AND WELLNESS (ACCESS)						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>and having to rely on someone else to interpret important/sensitive information on your behalf.</p> <p>Appropriate services provided in a timely fashion for members experiencing mental health issues.</p>				
5. The elimination of biases, assumptions and prejudices with respect to First Nations, particularly women and youth experiencing a mental health crisis.	Currently when First Nations experience a mental health crisis, there is an added stigma attached to the individual when the public and/or first line workers and health staff assume the issue is related to addiction and not a mental health crisis. As a result, the appropriate supports, services and compassion is not immediately available. Numerous times, the individual is seen as a spectacle and even being filmed in the middle of a mental health crisis increasing their vulnerability and pain.	<p>Using technology where possible to train volunteers within each community to identify a mental health crisis and provide them with the immediate support required until they are seen by a professional. This is a necessary step as trained mental health resources are unavailable in smaller, isolated communities.</p> <p>Access to a permanent healing camp, supported by an Elder familiar with land-based healing would also enable First Nations members to receive valuable support within their community free from</p>	<p>Availability of culturally trained resources within each community.</p> <p>Access to permanent healing camps and land-based healing.</p> <p>Elimination of stigma in relation to individuals experiencing a mental health crisis, compounded by our global experience with COVID-19.</p>	FNQLYN FNQLHSSC		

## HEALTH AND WELLNESS (ACCESS)

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>prejudices and assumptions.</p> <p>Public awareness campaigns related to impact of racism, prejudice, bias, assumptions and discrimination on a First Nations person experiencing a mental health crisis.</p> <p>Sharing stories with the public, resulting in the development of concrete actions reducing prejudice, bias, assumptions and discrimination experienced by First Nation individuals in the middle of a mental health crisis.</p>				
6. Develop community-based workshops, awareness campaigns through social media platforms to ensure that First Nations understand the complaint process in relation to social and health service delivery and access.	First Nations community members are not well-informed about the complaint process available to them when they receive inadequate or are denied health and social services.	<p>First Nation members are familiar with the complaint process and of their rights to receive appropriate health and social services.</p> <p>Increased trust in accessing health and social services as their</p>	Ensure First Nations representation on the Public Curator's committee responsible for complaints filed with Quebec Network of Health and Social Services.	<p>Government of Québec</p> <p>Quebec Network of Health and Social Services</p> <p>FNQLHSSC</p> <p>Various organizations (defense of interests,</p>	<p>First Nations communities and organizations</p> <p>AFNQL</p> <p>FNQLHSSC</p>	Ongoing

## HEALTH AND WELLNESS (ACCESS)

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		complaints are addressed and the experience evolves to one in which they feel heard and valued by health care professionals.	Develop an in-house complaint registry which captures the concerns raised by First Nations community members on one database.  Communicate gaps in service delivery to the Public Curator office at Quebec Network of Health and Social Services.	First Nations advocates, etc.)		
7. First Nations communities have an adequate number of birthing centres and/or midwives within each community or region.	<p>Pregnant women have to make the four hour plus stressful and uncomfortable journey via car or boat to get to a hospital. This long and arduous journey can potentially put both the mother and child at risk.</p> <p>Travelling away from their traditional and ancestral homelands to birth is contrary to traditional birthing practices.</p>	<p>Women are able to give birth safely within their communities at a birthing centre or with a trained midwife.</p> <p>Increased sense of safety, trust and confidence in local care providers.</p> <p>Family and community members are able to provide the necessary support to the mother and child during and after birth.</p> <p>Separation from family, culture, and community is one of the greatest</p>	A joyful, supportive birthing experience for mother and child.	<p>FNQLHSSC</p> <p>Indigenous midwifery Association</p> <p>First Nations communities</p>	<p>FNQLYN</p> <p>Quebec health and social services network</p>	

HEALTH AND WELLNESS (ACCESS)						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>stressors experienced by pregnant women.</p> <p>The mother has a choice on how she wishes to deliver her child.</p> <p>Women can choose to give birth using traditional birthing practices.</p> <p>Increased costs associated with travel and accommodation.</p>				
8. Increase the number of First Nations working in the health sector.	<p>Under-representation of First Nations people within the healthcare and social service sectors.</p> <p>Non-Indigenous health care and social service providers have misconceptions, biases and prejudices about First Nation communities. First Nation communities do not have trust and confidence that they will be respected, valued and receive high quality treatment when accessing health and social services.</p>	<p>First Nations students are employed in the health sector.</p> <p>Improved health outcomes with increased representation within health and social service sector and in turn, increased trust and confidence with health and social service institutions.</p> <p>Non-Indigenous health and social service professionals are more responsive because they have a deeper understanding of the</p>	<p>School curriculum exposes First Nations students to the many career opportunities in the health sector</p> <p>Campaign targeting children, youth and adults regarding the wide-ranging opportunities available within the health and social service sectors.</p> <p>Improved access to better paying jobs with job security and benefits.</p> <p>Measurable improvement in quality of life.</p>	<p>FNQLHSSC</p> <p>First Nations communities and organizations</p>	<p>FNQLYN</p> <p>Other Commissions and organizations</p> <p>Colleges and universities</p>	

HEALTH AND WELLNESS (ACCESS)						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>realities faced by First Nations peoples.</p> <p>Communities know where to seek help.</p>	<p>Breaking the cycle of poverty.</p> <p>Compile a list of health and social service professions in which First Nations people are under-represented</p>			
9. The federal and provincial governments financially support and agree to review and modify their colonial policies in order to further reflect the specificities, realities and culture of the First Nations in Quebec.		Federal policies reflect the specificities, realities and culture of the First Nations in Quebec.	<p>First Nations commissions and organizations co-manage federal policy reviews.</p> <p>Amendments are made to decolonise federal policies.</p> <p>Colonial polies are rescinded.</p>	Federal and provincial governments	<p>First Nations communities and organizations</p> <p>Professional orders</p>	

## Thematic Area: Sports and Leisure

The primary purpose of sport is to build self-esteem among youth. Sport provides youth with a sense of purpose and direction and, in some cases, helps them to engage in more appropriate activity during their free time while they find their way in the world. Appropriate activities include access to the land and territory for traditional uses such as fishing, trapping, hunting, berry picking and gathering medicinal plants.

In the Truth and Reconciliation Report, sport and recreation are identified as tools for social development leading to the improvement of overall health and well-being of individuals and communities. It is a means to save lives and to build healthier Indigenous peoples, who contribute to healthier communities (Sports for Life, 2021).

## Thematic Area: Sports and Leisure

### SUMMARY of ACTIONS

- 
1. Develop a comprehensive First Nations Sport and Recreation strategy.
  2. Encourage sports federations to have zero tolerance for racist or discriminatory behaviour towards First Nations players or fans.
  3. Use the land and territories for cultural and traditional activities or ceremonies and create facilities and community centres for sports (indoors and outdoors) in each community.

## SPORTS AND LEISURE

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
1. Develop a comprehensive First Nations Sport and Recreation strategy.	Sport, recreation, cultural and traditional activities contribute to improve the health status of First Nations. This area has been chronically underfunded for too long.	<p>Improved health outcomes for First Nations communities.</p> <p>Improved mental health outcomes.</p> <p>Opportunities to develop soft skills necessary for work and life including team building, leadership and mentorship skills.</p> <p>Strengthen First Nations identity among children, youth and young adults.</p> <p>Foster transmission of traditional knowledge related to sports.</p>	First Nations Sport and Recreation Strategy.	<p>First Nations communities and organizations</p> <p>FNQLHSSC</p>	<p>Government of Québec</p> <p>Federal Government</p> <p>Other organizations</p>	
2. Encourage sports federations to have zero tolerance of racist or discriminatory behaviour towards First Nations players and/or fans.	It is imperative that any racist comments/acts be denounced and that preventive measures be taken to eliminate such negative behaviour.	First Nations athletes feel welcomed, valued and respected.	Increased number of First Nations athletes represented in various sports and all levels of sports including Olympics.	Sport Quebec	<p>Ministry of Education and Higher Education</p> <p>FNQLHSSC</p> <p>FNEC</p> <p>First Nations communities and</p>	

					organizations PN	
					Other organizations	
3. Use the land and territories for cultural and traditional activities or ceremonies and create facilities and community centres for sports (indoors and outdoors) in each community.	Developing community centres with a focus on creating spaces for hope and confidence through various initiatives including sports, workshops for children and youth focusing on art, music, leadership training, as well as training and mentorship opportunities for young adults.	<p>Increased hope and confidence in the future among children, youth and adults.</p> <p>Improved mental health outcomes</p> <p>Improved health outcomes.</p> <p>Preventative action to reduce youth and young adults coming into contact with the law and police by providing them with a positive space to nurture and develop their personal and social skills while developing positive social connections.</p> <p>Increased sense of community.</p>	<p>Reduced number of youths being confronted by the law.</p> <p>Designated land specifically for cultural and traditional use.</p>	Communities	<p>Regional Commissions and Organizations</p> <p>AFNQL</p> <p>Other organizations</p> <p>Provincial and federal governments</p>	

## Thematic Area: Education, Employment and Training

“First Nations people understand that learning is a formal and informal, instinctive, and experiential lifelong journey, encompassing early childhood learning, elementary and secondary school, career, vocational and technical training, post-secondary education and adult learning. The primary role of holistically balanced First Nations learning systems is to transmit First Nations ancestral languages, traditions, cultures and histories, while at the same time preparing and making accessible to the learner the support and tools that will allow them to achieve their full potential in any setting they choose” (FNCFNE, 2010 in (Longboat, 2013)).

The lack of equity in First Nations education is painfully evident in the lack of language teaching, a culturally responsive curriculum and pedagogy, and the recruitment of First Nations educators. Furthermore, the absence of the 15th competency for teachers and teacher education programs, the limitation of Bill 101, which prevents students from being educated in a language of their choice, and the unavailability of specialists required by students in a language of their choice, First Nations students will continue to be barred from fulfilling their academic aspirations.

## Thematic Area: Education, Employment and Training

### SUMMARY of ACTIONS

- 
1. Invest financially in the creation of social and professional integration measures for the First Nation clientele.
  2. Independent and accredited control of First Nation education.
  3. Revision of course on Ethics and Religious Culture.
  4. Incorporating the 15th competency for teachers and teacher education programs.
  5. Success is defined and guided by the First Nations knowledge, values and culture.
  6. Choice of career paths for all First Nations students allowing them to learn from their communities.
  7. Challenging Bill 101 to ensure access to education in the language of choice.
  8. Access to specialists in English or French for all First Nations students.
  9. Recognition of Indigenous certification, knowledge, ways and views concerning culture and language.
  10. Support families locally with children with special needs.
  11. Advocacy in each high school for students attending non-First Nation schools.
  12. Develop a capacity building strategy for First Nations youth employment to address employment inequity.
-

EDUCATION, EMPLOYMENT AND TRAINING						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
1. Invest financially in the creation of social and professional integration measures for the First Nation clientele.	Aims to develop incentives based on the culture and the practice of traditional activities on the territory, including language courses to overcome the language barrier.			Federal Government	Communities and organizations  FNHRDCQ	
2. Independent and accredited control of First Nation education.	<p>First Nations' vision of lifelong learning encompasses learning from the pre-natal to Elder level and includes systems that are holistic, high quality, linguistic and culturally-based.</p> <p>First Nations lifelong learning systems must be founded on First Nations languages, cultures, histories, philosophies, worldviews and values, as these are the heart of our identity.</p>	<p>First Nations lifelong learning has been nurtured in linguistically and culturally-appropriate holistic learning environments that has met the individual and collective needs of First Nations.</p> <p>All First Nations learners have the opportunity to achieve their personal aspirations within comprehensive lifelong learning systems.</p>	<p>Stable, sustainable and adequate resources for First Nations education.</p> <p>Learning systems founded on First Nations languages, cultures, histories, philosophies, worldviews and values.</p>		FNEC	
3. Revision of course on Ethics and Religious Culture.	Course does not include First Nations cultural content.	<p>Include a fair and representative portrait of Quebec First Nations history.</p> <p>Incorporate concepts related to Indigenous history and culture</p>	Content created and delivered by First Nations staff		FNEC	

EDUCATION, EMPLOYMENT AND TRAINING						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>First children recognise themselves in the curriculum and materials.</p> <p>Increased self respect for First Nations children and understanding between children.</p>				
4. Incorporating the 15th competency for teachers and teacher education programs.	Competency 15 is an exhortation to the province of Quebec to fulfill its duty, and to integrate the recommendations issued by the Viens Commission, the Truth and Reconciliation Commission, and the National Inquiry into Murdered and Missing Indigenous Women and Girls, not only for education, but in all areas affected by their calls to action. Eliminating racism and discrimination must fundamentally, and with other means, come through education.	<p>Students will experience success when teaching approaches value Indigenous knowledge and include Indigenous learning and perspectives.</p> <p>Indigenous-led content delivered to teachers and teacher training.</p>	Curriculum for Competency 15.		FNEC AFNQL Institut Tshakapesh	
5. Success is defined and guided by the First Nations knowledge, values and culture.		Certification by and for First Nations "institutes"	Address Quebecois standards imposed on believed norms		FNEC	
6. Choice of career paths for all First Nations	Providing program options to all students regardless of	Online learning opportunities are present	Programs are adapted/developed that		FNEC	

## EDUCATION, EMPLOYMENT AND TRAINING

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
students allowing them to learn from their communities.	geographic location. Allowing students, the opportunity to remain in their communities to pursue careers by making access to career courses through online learning.	in First Nations communities.  First Nations students receive certification for their studies.  First Nations programs are equally recognized in certification.	incorporate First Nations knowledge.  Kiuna College is recognized as a stand-alone institution that issues its own recognized certification.  Distance learning funding is invested for online learning in the communities.			
7. Challenging Bill 101 to ensure access to education in the language of choice.	Education should be available in the language of choice.	Increased number of students completing high school and accessing post-secondary education.	Diversified employment opportunities.  Improved quality of life.		FNEC	
8. Access to specialists in English or French for all First Nations students.	Presently because of jurisdiction discrepancies students do not have access to educational specialists in their language of choice.	Students have access to specialists in English and French.  Students are assessed in the language of their choice.	Accurate assessment and services provide to students in the language of choice.  A contractual agreement with the order of psychologist in ON/QC Ordres des professions de Québec (19 orders)		FNEC	
9. Recognition of Indigenous certification, knowledge, ways and views on culture and language.	Currently Indigenous certification is not recognized at par with non-Indigenous certification.	Increased community autonomy.  Recognition of locally developed curriculum.	Increased opportunities for secondary and post-secondary education within the community.		FNHRDCQ	

EDUCATION, EMPLOYMENT AND TRAINING						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		Curriculum incorporates culture, values and principles.  Recognition of community resources.				
10. Support families locally with children with special needs.	The vision is to provide local support in a family-centred approach to educating children with special needs. Specialists in education are not available in every community. Sometimes, families have to move to another community in order to access services. Not everyone can afford to move.	Parents have timely access to support that is culturally relevant and helpful with their child's particular needs.  Caregivers feel empowered to appropriately support their children. Children receiving the support they require to complete their education.	Partnerships with key service organizations to develop, adapt culturally and provide services.  Kiuna College develops culturally adapted certification in the field of special education. Training programs for local community members interested in certification in special education, technician, or other careers.		FNQLYN	
11. Advocacy in each high school for students attending non-First Nation schools.	Entering high school outside of community can be an isolating experience. In order to increase success, students require advocated they can safely seek out to help navigate their education journey.  First Nations high school students being forced into	Students graduate from high school.  Students accessing the educational path that is a perfect fit for them enabling them to fulfil their professional and academic goals.  Increased confidence when attending school	Funding for education advocates (counsellors) in each high school where First Nations students attend.  Cultural resource room where they can seek help or advocacy.		FNQLYN	

EDUCATION, EMPLOYMENT AND TRAINING						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
	<p>educational paths which are below their capacity.</p> <p>Students are intimidated by the power imbalance and do not have the knowledge to advocate for their rights.</p>	<p>outside of the community due to the support the Education Advocate provides them during periods of uncertainty.</p>	<p>On-boarding and training of counsellors who will be advocates.</p> <p>Kiuna College offers adapted counsellor program/certificate or training for counsellor advocates.</p>			
12. Develop a capacity building strategy for First Nations youth employment to address employment inequity.	Youth should have access to diversified employment opportunities resulting in a higher quality of life.	<p>Barriers to accessing high-paying, long term positions have been identified.</p> <p>Strategies have been developed to address these barriers.</p> <p>Comprehensive list of jobs for the next 10 to 20 years in artificial intelligence, robotics, blue and green economy.</p> <p>Mentoring network between professional and high school students has provided students with increased and varied career options.</p> <p>Establish sector specific networks.</p>	<p>Youth engaged in diversified employment opportunities leading to a higher quality of life.</p> <p>Youth employment network.</p>		FNEC FNQLYN FNHRDCQ	

EDUCATION, EMPLOYMENT AND TRAINING						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>Establish job-shadowing and mentorship opportunities with First Nations professionals. Provide soft and technical skills training.</p> <p>Increased confidence among First Nations youth.</p> <p>For youth already employed, provide them with the confidence to apply for promotions.</p>				

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## Thematic Area: Culture and Language

Our Indigenous and Inuit languages allow us to share and communicate culture, world views, knowledge systems, values, traditions, customs, history, spirituality, and social and political identity to future generations. Our languages are living; they come from the land and they are integral to our sense of self and a key aspect of self-determination. Despite their importance, all Indigenous languages in Canada are in danger of disappearing.

After years of advocacy by First Nations, the Government of Canada now has a legislated commitment to respect Indigenous languages. The purpose of the *Indigenous Languages Act* is to enable the exercise of Indigenous language rights by creating a legal guarantee of adequate, sustainable and long-term funding and support for Indigenous-led initiatives to reclaim, revitalize, maintain, and strengthen Indigenous languages (AFN, 2020).

## Thematic Area: Culture and Language

### SUMMARY of ACTIONS

1. Ensure the progress of systemic changes by developing cultural on-boarding training for government and other organization leaders.
2. Recognition of Indigenous languages as of equal value to French or English.
3. Hire an advocate to support First Nations Elders.
4. Provide translation services to victims during court appearances or testimonies in their First Nation language, when required.
5. Create and sustain a regional network of knowledge and language keepers.

## CULTURE AND LANGUAGE

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
1. Ensure the progress of systemic changes by developing cultural on-boarding training for government and other organization leaders.	<p>Due to turn over in government and other organizations, cultural knowledge and rights are often misunderstood and require communities to start over with each turn-over of government or employee, hindering progress towards system change.</p> <p>Curriculum will include the following four competencies:</p> <ul style="list-style-type: none"> <li>• Cultural awareness;</li> <li>• Cultural sensitivity;</li> <li>• Cultural competence; and</li> <li>• Cultural safety. (Baba, 2013)</li> </ul> <p>Proficiency in these core competencies is critical to eliminating racism and discrimination.</p>	<p>Systemic changes would occur more efficiently and in a timely manner.</p> <p>Communities would build relationships with governments, regardless of turnovers.</p> <p>Restore trust and confidence in services including employment accessed by First Nations peoples.</p> <p>Reduced biases, misconceptions, assumptions, discrimination and racism experienced by First Nations communities.</p>	<p>On-boarding training that is community developed to ensure government employees are well informed and sensitive to the client they will work with.</p> <p>Commitment of government and organizations to cultural on-boarding of all employees through policy and procedures.</p>	<p>FNEC</p> <p>Government of Québec</p> <p>Ministry of Education and Higher Education</p> <p>Other First Nations organizations (PN)</p> <p>FNEC</p>	<p>AFNQL</p> <p>FNQLHSSC</p> <p>First Nations regional commissions and organizations (RCO)</p> <p>Other First Nations organizations (PN)</p> <p>Quebec Network of Health and Social Services</p> <p>Professional Orders</p> <p>Government of Quebec Ministries</p> <p>Sports associations</p> <p>Native affairs secretariat</p>	2021–2023

## CULTURE AND LANGUAGE

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
2. Recognition of Indigenous language as of equal value to French or English.	Students must pass high school French in order to obtain their high school graduation certificate. This limits employment opportunities for students who wish to work and live in their communities where the language of work is their own Indigenous language.	Removal of colonial education barriers related to language.  Increased pride, autonomy and independence.  Access to diverse employment opportunities within the community.  Increased quality of life.	Recognition of Indigenous language as equal value to English or French language.		Other organizations FNHRDCQ	
3. Hire an advocate to support First Nations Elders.	Ensure the well-being of Elders; foster social participation. Access to a continuum of care; and promote and ensure the transmission of knowledge, language and culture to the children, youth and families.	First Nations Elders will seek out care when required knowing they are supported in the process.  Elders have access to trained advocates.	Training of advocated for First Nations elders.  Develop a directory of trained advocates.			TBD
4. Provide translation services to victims during court appearances or testimonies in their First Nation language, when required.	First Nations have a lack of translation services.  Victims are less supported and unable to understand court information or fully express themselves	First Nations people appearing in court have access to trained First Nation language translators.  Translation services are provided to victims during	Train First Nation language translators for court appearances  Provide translations service for First Nations peoples who are appearing in court.			

## CULTURE AND LANGUAGE

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>court appearances or testimonies in their First Nation language, when required.</p> <p>First Nations people giving court testimonies are confident they are understood in their First Nation language when required.</p> <p>First Nations victims in court appearances feel heard and understood in their First Nation language.</p>	A resource list of First Nations translators shared with for government the court system.			
5. Create and sustain a regional network of Knowledge and Language Keepers	<p>Presently there is no sustained regional network of Knowledge and language Keepers.</p> <p>First Nations language development and education</p>	<p>There are regional networks of Knowledge and Language Keepers.</p> <p>Regions can access a list of knowledge and language keepers.</p> <p>There is a population of Knowledge and language keepers in each region to meet the needs of the regions.</p>	<p>A resource list of Knowledge and Language Keepers is developed per region.</p> <p>First Nations have access to language learning and training opportunities.</p> <p>Knowledge and Language Keepers are valued in the school curriculum.</p> <p>Adults and youth are encouraged to become Knowledge and Language Keepers</p>			

## Thematic Area: Housing

Access to adequate housing is essential for the health and well-being of individuals and communities. “The housing situation in the Inuit and First Nation communities has reached a crisis level, especially in the North, where remoteness and extreme weather exacerbate housing problems. Overcrowded housing is endemic” (*The Situation of Indigenous Peoples in Canada*, Report of The Special Rapporteur on The Rights of Indigenous Peoples, James Anaya, United Nations, Advance Unedited Version, 2014 in (AFNQL, 2014)).

## Thematic Area: Housing

### SUMMARY of ACTIONS

1. Develop an equal working partnership between First Nations and government.
2. Build additional housing to offset the current critical shortage of adequate housing.
3. Find alternate solutions for First Nations who are not able to access ministerial loan guarantees.
4. Availability of housing centres for First Nations students.
5. Availability of social housing for First Nations who have to relocate to urban areas for medical reasons.
6. Develop training and information sessions regarding First Nation housing rights.
7. Increase availability of social housing.
8. Develop capacity of First Nation members to implement rules from CMHC.
9. Sensitivity, competence and cultural security training provided to CMHC.

## HOUSING

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
1. Develop an equal working partnership between First Nations and government.	Regional Tripartite Housing Committee (RTHC) which regroups representatives from First Nations, Indigenous Services Canada (ISC) and Canada Mortgage and Housing Corporation (CMHC)	<p>Jointly developed a plan to address the housing crisis as working partners:</p> <p>Improving housing conditions for members of First Nations</p> <p>Define and implement an action plan</p> <p>Foster exchanges and networking between First Nations, ISC and CMHC</p> <p>Foster partnerships in issues of mutual interest</p>	AFNQL is an integral part of the Regional Tripartite Housing Committee (RTHC) and brings to light the concerns of the Chiefs with the representatives of Indigenous Services Canada (ISC) and the Canada Mortgage and Housing Corporation (CMHC)	AFNQL		Ongoing
2. Build additional housing to offset the current critical shortage of adequate housing.	<p>Poor housing on reserves has a negative effect on the health, education, and overall social conditions of First Nations individuals and communities</p> <p>Adequate housing should provide for elements such as adequate space, protection from cold, damp, heat, rain, wind or other threats to health, structural hazards, and disease vectors.</p>	<p>Reduction in disease due to over-crowding.</p> <p>Opportunity to social distance during a pandemic.</p> <p>Health isolation safely within the home for family members who are ill/sick.</p> <p>Healthy social development for youth.</p>	<p>Dignified housing options available for each family.</p> <p>Measurable improvement in overall health outcomes.</p> <p>Foster care placements are taken care of within the community.</p>	AFNQL	FNQLYN	

HOUSING						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
	<p>Housing is not adequate if its occupants do not have safe drinking water, adequate sanitation, energy for cooking, heating and lighting, sanitation and washing facilities, means of food storage, refuse disposal, etc.</p> <p>Adequate housing must allow access to employment options, health-care services, schools, child-care centres and other social facilities and should not be built on polluted sites nor in immediate proximity to pollution sources. (United Nations Human Rights Office of the High Commissioner, 2020)</p>	<p>Space for individual reflection free from interruption.</p> <p>Young adults will opt to stay with the community.</p>				
3. Find alternate solutions for First Nations who are not able to access ministerial loan guarantees.	Difficulties to access capital significantly limit the ability of these First Nations to implement housing projects. This is often the case for isolated communities as well as those where the economy is not dynamic or diversified	Improved housing.	<p>Improved health outcomes.</p> <p>Improved education outcomes.</p> <p>Improved mental health outcomes.</p> <p>Improved collective and individual accountability</p>	AFNQL First Nations	ISC CMHC FNQLEDC ABSCAN FNAESC Financial institutions Private sector	0–5 years

## HOUSING

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
4. Availability of housing centres for First Nations students.	Students (youth and adult) are unable to pursue their education without access to affordable housing.	Encourage Indigenous students to pursue their studies in the institutions of higher learning  Decreased discrimination experienced by First Nations youth and adults seeking to rent from non-Indigenous landlords.	Capacity building of youth and adults in diverse fields to meet the current and future demands of the work force.	FNEC and Tshakapesh Institute	FNQLYN	
5. Availability of social housing for First Nations who have to relocate to urban areas for medical reasons.	Considering the lack of specialized services in the regions, many First Nations must relocate to urban areas in order to receive health and social services they require. However, in many cities, access to good quality social housing remains an important issue.	Increased number of First Nations peoples are able to access the health and social services they require in urban centres.	Improved social and health outcomes for First Nations peoples.	AFNQL	FNQLHSSC  First Nations communities and organizations PN  SCHL	
6. Develop training and information sessions regarding First Nation housing rights.	Community members are unaware of their rights in relation to housing, renting as well as, their rights with respect to discrimination.	Regular sessions regarding housing rights, tenant rights, understanding leases etc.	Community members are well informed of their housing rights.  Reduced cases of discrimination.  Housing advocate available to support members who face discrimination.	AFNQL	Housing Authority (Administrative Housing Tribunal)  CMHC	
7. Increase availability of social housing.	Section 95 program provides funding to subsidize the financing and operating	AFNQL Table Politique: The rights of First Nations people			AFNQL	

HOUSING						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
	<p>costs of rental housing for low income First Nations members living on reserve.</p> <p>Offering on reserve housing for the community (need more people to address all the request)</p> <p>First of 142 calls to action laid out in retired Superior Court justice Jacques Viens's - page report 520</p> <p>Barrier concerning federal and provincial jurisdiction on specific items</p>	<p>concerning housing on reserves are clear to the communities and employees of the government.</p> <p>Provision of consistent and quality services across governments</p>				
8. Develop capacity of First Nation members to implement rules from CMHC.	Lack in capacity of the human resources (number and training) who must deal with the new operational efficiency rules from CMHC	Community housing is well constructed and maintained and managed.	<p>Community housing managers have ongoing training in multiple aspects of housing:</p> <ul style="list-style-type: none"> <li>▪ construction,</li> <li>▪ renovation,</li> <li>▪ maintenance,</li> <li>▪ insurance,</li> <li>▪ project management,</li> <li>▪ financial management, etc.</li> <li>▪ expertise in business</li> <li>▪ human relationship (responsibilities,</li> </ul>	AFNQL	FNAESC COPH ABSCAN CMHC ISC	

HOUSING						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
			<ul style="list-style-type: none"> <li>supplies, reporting requirements</li> </ul>			
9. Sensitivity, competence and cultural security training provided to CMHC and ISC.	CMHC. Since 2018, CMHC has been offering training courses that have been developed by Indigenous authorities and which aim to promote sensitivity, competence and cultural security among all its employees (executives, professionals and employees working with the public)			AFNQL		Ongoing

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## Thematic Area: Public Safety and Justice

The First Nations Police is designated as a program and not an essential service. It therefore does not receive the predictable and sustained funding required to meet its human resource and programmatic needs. Indigenous people are currently overrepresented in Canada's criminal justice system, as both victims and as people accused or convicted of crime. In Quebec, the number of Indigenous children under the care of the Director of Youth Protection is five times higher than for non-Indigenous children (Justice and Public Security, 2020).

## Thematic Area: Public Security and Justice

### SUMMARY of ACTIONS

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1. Develop and implement a regional First Nation justice strategy.

2. Recognize First Nations Police as an essential service.

3. Mandatory and ongoing training for all police officers who work with First Nations people, in urban areas and in communities, on a thorough knowledge of First Nations and their cultures.

4. Decolonize the Canadian justice system by incorporating Indigenous laws and judicial orders.

5. Increase First Nations representation in all justice related services, including police, lawyers and judges.

## PUBLIC SECURITY AND JUSTICE

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
1. Develop and implement a regional First Nation justice strategy.	Significant changes are needed to Canada's justice and policing system. The same is true for the provincial justice system. Despite some efforts, the over-representation of First Nations in the justice system continues to grow.	<p>Invest in Justice Circles. The program brings together victims, offenders, and families or advocates in a safe environment to discuss the offence and its effects, and then jointly decide on the best way to right the wrong.</p> <p>This Indigenous conflict resolution process validates victims, offenders, families, and advocates, and creates healing.</p> <p>The program receives referrals from police, crown attorneys, local schools, and community agencies.</p>	<p>Reduce the number of First Nations people involved in the criminal justice system.</p> <p>Increase the number of First Nations people working in the justice system</p> <p>Support restoration of indigenous justice systems.</p>	<p>AFNQL</p> <p>Communities and Organizations PN</p> <p>FNQLHSSC</p>	<p>Public Safety Canada</p> <p>Ministry of Justice</p> <p>Minister of Justice of Québec</p> <p>APN</p>	
2. Recognize First Nations Police as an essential service.	<p>Government of Canada has designated First Nations Policing as a Program and not an essential service.</p> <p>Currently, First Nation police are under-funded.</p>	<p>First Nations Police Services to be equivalent to other police forces such as the Sûreté du Québec (salaries, pensions, resources, obligations/responsibility s, etc.).</p> <p>Negotiations must be "three way", based on equality and mutual</p>	<p>First Nations co-develop a legislative framework recognizing First Nations policing as an essential service.</p> <p>Equitable, flexible and permanent, including funding for infrastructure (police safety and staff retention)</p>	AFNQL	<p>AFNQL</p> <p>FNQLYN</p>	

## PUBLIC SECURITY AND JUSTICE

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>respect, with the importance of "senior officials" travelling to communities to see the real situation and needs. The communication channel must be open, continuous and transparent. Communities would be able to self-determine their safety and policing needs.</p> <p>Able to recruit, retain and promote First Nation police within communities. Increased trust between police and community</p>	<p>Increased cultural sensitivity and referral of culturally appropriate services including Justice Circles.</p> <p>Reduction in systemic racism and discrimination.</p> <p>Culturally safe training to be provided including culturally appropriate de-escalation knowledge and techniques.</p> <p>Police would have a deeper understanding of the community's needs and assets.</p> <p>Community based policing model as oppose to punitive model of policing.</p>			
3. Mandatory and ongoing training for all police officers who work with First Nations people, in urban areas and in communities, on a thorough knowledge of First Nations and their cultures.	All new and current police should receive asset-based training designed and delivered by First Nations people with respect to contributions made by First Nations peoples, socio-economic realities,	<p>Increased pride among First Nations communities.</p> <p>First Nation police to have equal value and voice in relation to non-Indigenous police, and</p>	Any training or awareness programs related to First Nations peoples must be reviewed by a designated First Nations organization.	AFNQL		

## PUBLIC SECURITY AND JUSTICE

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
	prevention of systemic biases and discrimination towards youth, women and other vulnerable communities, cultural values and norms including the role of Elders and Knowledge Keepers.	<p>representation in relation to Quebec police</p> <p>Services would be free of prejudice, bias and racism.</p> <p>Improved relations between First Nations/non-Indigenous police and community members.</p> <p>Increased fairness in the treatment of the indigenous people within the judiciary system. Sentences to be in-line with (committed action)</p> <p>Significantly reduce the number of First Nations people in jail.</p> <p>Elimination of a 2-tier system which currently favours non-Indigenous people.</p>	Increased representation among First Nations youth in the police force (First Nation police force and Quebec police force)			
4. Decolonize the Canadian justice system by incorporating Indigenous laws and judicial orders.	Currently the Canadian justice system, including provincial negates the Indigenous Justice order and denying jurisdiction.	Institute a transformational justice system which recognizes, respects and values the First Nations	A transformational justice curriculum would be integrated across relevant subject matters at the primary, secondary, post-	AFNQL		

## PUBLIC SECURITY AND JUSTICE

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>voice, laws, policy, identity and orders.</p> <p>Share best practices of a First Nation judicial system which incorporates a process to reform individuals and help them to re-integrate into society as oppose to a punitive process which doesn't focus on rehabilitation.</p> <p>Initiatives like healing and justice circles (or any other First Nation initiative) would help us to achieve this objective.</p>	secondary, police training and law schools.			
5. Increase First Nations representation in all justice related services, including police, lawyers and judges.	In order to create increased opportunities for dialogue and the, development of concrete actions leading to a reduction in misconceptions, prejudices, biases, racism and discrimination, we need to ensure our voice, beliefs and values are integrated in all justice related services by increasing our representation in this sector.	<p>Increased First Nations youth choosing careers in the justice sector.</p> <p>First Nations youth have confidence and feel welcomed to serve within the justice sector.</p> <p>FNI representation in nursing, police and social services</p>	<p>Mentorship and job-shadowing opportunities available to First Nations youth with increasing number of First Nation men and women working in justice related services.</p> <p>First Nations judges and politicians able to participate in the development of First Nation related policies and laws which result in</p>	AFNQL	FNQLYN FNQLHSSC	

PUBLIC SECURITY AND JUSTICE						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
			the reduction of racism and discrimination.			

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## Thematic Area: Economic Development

Full recognition of First Nations' rights and territories will inevitably lead to a viable autonomous government. Access to natural resources through this autonomous government is essential for an adequate economic development that can fulfill First Nations' actual needs (FNQLSDI, 2006).

## Thematic Area: Economic Development

### SUMMARY of ACTIONS

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1. Develop a strategy for female entrepreneurship.

2. Develop accurate community portraits that highlight business, entrepreneurship and economic development assets, needs and challenges.

3. Actively participate in and develop working partnerships on behalf of First Nations communities to ensure their voice, assets, challenges and opportunities in relation to economic development are being communicated to all levels of the government - municipal, provincial, and federal.

4. Co-development and co-management of land-based and water-based resources for sustainable economic development.

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## ECONOMIC DEVELOPMENT

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
1. Long-term commitment to a strategy for female entrepreneurship and entrepreneurship with youth and the community.	<p>Women, youth, education, and small business entrepreneurship are intimately linked to community and cultural survival. Entrepreneurship represents an opportunity for First Nations women to improve their quality of lives by cultivating financial independence and stability.</p> <p>Actively advance gender equality, women's economic empowerment and support of First Nations women.</p>	<p>Entrepreneurs demonstrate the richness of their cultural and excellence through their chosen entrepreneurial ventures.</p> <p>Entrepreneurs are fiercely committed to serving and improving the local community needs.</p> <p>Entrepreneurs become role models within the community encouraging and supporting girls and women to explore their own business ideas.</p> <p>As women become economically independent, they re-invest in their families helping the family and community experience a higher quality of life.</p>	<p>Develop working relationships with funders in order to identify current gaps preventing community members from accessing available funds.</p> <p>Continue to make qualitative and quantitative data driven and informed decision making regarding the entrepreneurial needs of First Nations women.</p> <p>Identify and resolve for existing barriers for female entrepreneurship.</p> <p>Provide Entrepreneurship 101 workshops for girls and women in their first language and/or the language of trade and business.</p> <p>Secure sustainable on-going funding for female entrepreneurs.</p> <p>First Nations organizations develop a formal network of First</p>		FNQLEDC	

ECONOMIC DEVELOPMENT						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
			Nations Female Entrepreneurs locally and nationally.			
2. Develop accurate community portraits that highlight business, entrepreneurship and economic development assets, needs and challenges.	To identify and develop sustainable, high-impact community economic development initiatives that have the potential to grow beyond the community they serve. These initiatives need to be based upon community information and needs through systematic, collaborative and accurate information collection.	<p>Community economic portraits steer initiative development.</p> <p>Communities develop the capacity to assess the environment outside communities to become able to identify economic opportunities in the surrounding regions.</p> <p>First Nations communities having access to the territory are empowered to develop their economies as they see fit.</p>	<p>Each community to develops a detailed community portrait highlighting assets and challenges, obstacles and opportunities.</p> <p>Study and analyse the economy and entrepreneurship opportunities within the surrounding areas.</p>		FNQLEDC	
3. Actively participate in and develop working partnerships on behalf of First Nations communities to ensure their voice, assets, challenges and opportunities in relation to economic development are being communicated to all levels of the government - municipal, provincial, and federal.	Work strategically to align First Nations economic activities locally, provincially, regionally and nationally.	<p>First Nations entrepreneurs across Canada provide best practice guidance for new partnerships.</p> <p>First Nations are represented at all levels of government.</p>	<p>Actively develop local, provincial, regional and national networks of male and female entrepreneurs.</p> <p>Focus on developing common ventures or primary and secondary services.</p> <p>Identify best practice models of partnerships</p>		FNQLEDC	

ECONOMIC DEVELOPMENT						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
			that have been successful for all involved.			
4. Co-development and co-management of land-based and water-based resources for sustainable economic development.	Focus on identifying blue and green economic opportunities.	<p>First Nations communities to co-create guideline and policies that manage land-based and water-based resources.</p> <p>Identify and develop sustainable business opportunities and ventures.</p> <p>Focus on securing sustainable non-federal funding for economic development from the environment and business sectors.</p> <p>Actively develop private-public partnerships for land-based and water based sustainable economic development.</p>	Federal and provincial governments to give priority to First Nations communities to partner with companies seeking to develop business opportunities while reducing their carbon footprint.		FNQLYN SDI FNQLEDC	
5. Prioritise investment by companies interested in reducing their carbon footprint or their commitment to green and blue economies by ensuring they first consult	First Nations organizations are not prioritized when companies need consultation concerning environmental decision making.	First Nations organizations are prioritized by companies interested in reducing their carbon footprint, and/or their commitment	An economic development strategy developed with government and the private sector detailing future investment and job			

ECONOMIC DEVELOPMENT						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
with First Nations communities.	<p>Indigenous youth are not always considered when making long-term decisions.</p> <p>From 2006 to 2016, the number of First Nations, Métis and Inuit youth aged 15 to 34 increased by 39%, compared to just over 6% for their non-Indigenous youth (Statistics Canada, 2018).</p>	<p>to green and blue economies.</p> <p>First Nations land and water values and knowledge is respected and valued</p>	<p>opportunities in First Nations communities.</p> <p>Economic strategies that cater to the growing Indigenous youth sector.</p> <p>Curriculum in schools.</p>			

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## Thematic Area: Access to, Management and Protection of Territories

Preservation of the quality of the land and the sustainability of its resources is essential to the maintenance of First Nations' ways of life and thus becomes one of the main components of sustainable development. It is of the utmost importance that territory enable the practice of subsistence and food-gathering activities. Moreover, the exercise of ancestral, territorial and treaty rights and the way Aboriginal knowledge is passed on are intimately linked to the preservation of the quality of the land and the sustainability of its resources. Thus, the role of "manager" and "guardian" of the territory attributed to First Nations become undeniable (FNQLSDI, 2006).

## Thematic Area: Access to, Management of and Protection of Territories

### SUMMARY of ACTIONS

1. Public acknowledgement and understanding, followed by action, regarding the territorial rights of First Nations peoples by federal, provincial governments and the general public.
2. First Nations land rights need to be acknowledged publicly and respected by the government and general public.
3. Permanent healing camps on traditional lands.

## ACCESS, MANAGEMENT AND PROTECTION OF TERRITORY

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
1. Public acknowledgement and understanding, followed by action, regarding the territorial rights of First Nations peoples by federal, provincial governments and the general public.	<p>First Nations connection to land must be respected and acknowledged by all levels of government and the general public.</p> <p>In addition to public acknowledgement, there must be sustainable action which enables First Nations communities to chart out their own destinies through a working partnership with the government, in which all partners are valued for their knowledge, contributions, and lived experiences.</p>	<p>The rights of First Nations people are respected and acknowledged by the general public, federal and provincial governments.</p> <p>The public is educated on First Nations rights on their territory.</p> <p>The public is educated about the Truth and Reconciliation Calls to Action.</p> <p>The public recognizes the sacred connection of First Nations people to land and water.</p> <p>Public also understands that hunting and fishing is for substance and small businesses. It is not for sport.</p>	<p>Create and deliver ongoing social marketing campaigns to inform the public about First Nations rights on the territory.</p> <p>Incorporate the rights of First Nations people into local by-laws, policies and procedures.</p> <p>Integrate Truth and Reconciliation Calls to Action into the education curriculum across all subject areas.</p>	<p>All levels of Quebec and Federal government departments</p> <p>FNEC</p> <p>AFNQL</p>	FNQLSDI	Ongoing
2. First Nations land rights need to be acknowledged publicly and respected by the government and general public.	Provincial authorities deny access to crown, traditional and territorial lands for land and water-based activities. Furthermore, First Nations peoples are not consulted	First Nations land rights are publicly acknowledged and upheld by the government and the general public.	<p>The general public is sensitised to the rights of First Nations people.</p> <p>Public permits have written acknowledgement</p>		FNQLYN	

ACCESS, MANAGEMENT AND PROTECTION OF TERRITORY						
ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
	<p>about land usage including deforestation etc.</p> <p>Public IS unaware of First Nations communities right to be on the land.</p>	<p>First Nations communities are regularly consulted regarding land usage.</p> <p>First Nations communities freely exercise their land and water rights for hunting, fishing etc.</p>	<p>that First Nations communities have the right to be on the land.</p> <p>Public awareness campaign regarding the rights of First Nations communities to land.</p>			
3. Permanent healing camps on traditional lands.	<p>Camps are a place where traditional healers and Elder can gather and provide services.</p> <p>The federal government has flexibility on the usage of crown lands and can deny access to First Nations communities.</p> <p>(May also be within Crown lands.)</p>	<p>First Nations people have a common place where they can access traditional wellness.</p> <p>Camps provide connectivity to Elders and traditional land-based healing.</p> <p>Camps promote traditional healing, language and culture.</p> <p>Promote mental health and wellness</p>	<p>Communities identify and develop priorities around land-based wellness.</p> <p>Each community has a plan to develop a permanent space for a wellness structure.</p> <p>First Nations communities develop a permanent space for traditional plants and herbs.</p>	First Nations communities and organizations	FNQLYN FNQLHSSC	

## Thematic Area: Community Infrastructure

First Nations infrastructure is in deficit in the following fundamental areas:

- Housing;
- Water and wastewater;
- Health and social services facilities;
- Sports facilities;
- Roads;
- Education facilities;
- Energy systems; and
- Broadband (Government Canada, 2018).

## Thematic Area: Community Infrastructure

### SUMMARY of ACTIONS

1. All communities should have access to adequate basic community infrastructure necessary for improved health and education outcomes.

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## COMMUNITY INFRASTRUCTURE

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
1. All communities should have access to adequate basic community infrastructure necessary for improved health and education outcomes.	<p>Majority of our communities do not have an adequate community infrastructure critical for sustenance of lives and livelihoods of the population living in a community including:</p> <ul style="list-style-type: none"> <li>▪ Adequate housing to prevent over-crowding particularly necessary during a pandemic;</li> <li>▪ Access to clean running water;</li> <li>▪ Access to clean energy instead of relying on dirty generators;</li> <li>▪ High-speed internet necessary for home-based learning, expanding employment opportunities and participating fully in a technology-based world; and</li> <li>▪ Complete cell phone coverage for safety and communication.</li> </ul>	<p>Increased overall physical, emotional and mental well being.</p> <p>Reduced suicide rates.</p> <p>Measurable improved educational outcomes.</p> <p>Measurable improved health outcomes.</p> <p>Increased quality of health as a result of decreased dependence on communal shower facilities.</p> <p>Fresh water access inside the home increases time available for girls and women to focus on education and training. Water collection is a task assigned to females and is time consuming, daily chore.</p> <p>Increased youth and adults exposed to diversified economic opportunities particularly in the green and blue economies.</p>	<p>Communities have access to sustainable, equitable, clean sources of energy.</p> <p>Equitable cell phone and internet coverage.</p> <p>Clean drinking water available year around.</p>		FNQLYN	

## COMMUNITY INFRASTRUCTURE

ACTION	DESCRIPTION	OUTCOME	DELIVERABLE	RESPONSIBILITY	PARTNERS	TIMELINE
		<p>Decrease in sexual violence with the availability of water in the home. (Water collection currently increases the risk of sexual violence as water collection sites are far away from home.)</p> <p>Access to online education, academic support and virtual homework clubs.</p> <p>Access to stable electricity year around.</p> <p>Increased opportunities for economic development.</p> <p>Able to attract and retain young health professional, service providers, educators, entrepreneurs etc.</p>				

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**Les besoins en logement des Premières Nations au Québec (2000, 2006, 2012 et 2018)**  
**The Housing Needs of the First Nations in Quebec (2000, 2006, 2012 and 2018)**

	Différence 2000-2018 2000-2018 Difference											
	Étude 2000 2000 Study		Étude 2006 2006 Study		Étude 2012 2012 Study		Étude 2018 2018 Study		Unités Units		Coût Cost	
	Nb	\$	Nb	\$	Nb	\$	Nb	\$	Nb	%	\$	%
<b>Population</b>												
Population résidente Resident Population	44 903	—	48 890	—	54 768	—	58 399	—	13 496	30,1%	—	—
Population non résidente Non-Resident Population	18 184	—	20 299	—	23 924	—	32 120	—	13 936	76,6%	—	—
<b>Sous-total / Sub-total</b>	<b>63 087</b>	<b>—</b>	<b>69 189</b>	<b>—</b>	<b>78 692</b>	<b>—</b>	<b>90 519</b>	<b>—</b>	<b>27 432</b>	<b>43,5%</b>	<b>—</b>	<b>—</b>
<b>Logement / Housing</b>												
Parc de logements Housing Stock	10 751	—	12 211	—	14 218	—	15 541	—	4 790	44,6%	—	—
<b>Besoins en nouveaux log. New Dwelling Needs</b>												
Surpeuplement Overcrowding	2 693	302 051 000 \$	4 025	527 480 000 \$	4 977	1 046 631 556 \$	4 827	1 288 452 000 \$	2 134	79,2%	986 401 000 \$	326,6%
Croissance démographique Demographic Growth	2 091	220 349 000 \$	2 457	304 793 100 \$	2 641	496 755 333 \$	3 458	943 427 000 \$	1 367	65,4%	723 078 000 \$	328,2%
Migration des non-résidents Non-Resident Migration	1 143	107 120 000 \$	1 285	141 802 800 \$	1 221	189 679 000 \$	1 687	352 065 000 \$	544	47,6%	244 945 000 \$	228,7%
Remplacement Replacement	508	58 122 000 \$	444	59 712 400 \$	125	19 676 556 \$	220	57 082 000 \$	-288	-56,7%	-1 040 000 \$	-1,8%
Nouvelles communautés New Communities	272	25 720 000 \$	288	30 916 000 \$	288	42 780 000 \$	243	48 600 000 \$	-29	-10,7%	22 880 000 \$	89,0%
<b>Sous-total / Sub-total</b>	<b>6 707</b>	<b>753 772 000 \$</b>	<b>8 499</b>	<b>1 064 704 300 \$</b>	<b>9 252</b>	<b>1 795 522 444 \$</b>	<b>10 435</b>	<b>2 689 626 000 \$</b>	<b>3 728</b>	<b>55,6%</b>	<b>1 935 854 000 \$</b>	<b>256,8%</b>
Besoins en agrandissement Expansion Needs	278	8 310 000 \$	239	8 932 000 \$	121	5 161 000 \$	33	2 120 000 \$	-245	-88,1%	-6 190 000 \$	-74,5%
<b>Transformation de maisons Houses Transformation</b>	<b>3</b>	<b>102 000 \$</b>	<b>7</b>	<b>310 000 \$</b>	<b>11</b>	<b>1 170 000 \$</b>	<b>6</b>	<b>420 000 \$</b>	<b>3</b>	<b>100,0%</b>	<b>318 000 \$</b>	<b>311,8%</b>
<b>Besoins en rénovation Renovation Needs</b>												
Réparations Repairs	1 273	6 779 500 \$	1 036	7 440 000 \$	1 123	10 197 500 \$	1 364	20 195 000 \$	91	7,1%	13 415 500 \$	197,9%
Rénovations mineures Minor Renovations	1 185	14 510 500 \$	1 375	23 504 000 \$	1 199	27 203 400 \$	1 679	53 150 000 \$	494	41,7%	38 639 500 \$	266,3%
Rénovations majeures Major Renovations	1 850	61 574 100 \$	2 369	90 164 000 \$	2 286	110 295 900 \$	4 932	394 982 024 \$	3 082	166,6%	333 407 924 \$	541,5%
<b>Sous-total / Sub-total</b>	<b>4 308</b>	<b>82 864 100 \$</b>	<b>4 780</b>	<b>121 108 000 \$</b>	<b>4 608</b>	<b>147 696 800 \$</b>	<b>7 975</b>	<b>468 327 024 \$</b>	<b>3 667</b>	<b>85,1%</b>	<b>385 462 924 \$</b>	<b>465,2%</b>
<b>Décontamination (moisissures) Decontamination (Mold)</b>												
Contamination légère Light Contamination	551	3 820 400 \$	460	3 453 500 \$	545	4 097 900 \$	3 479	11 211 740 \$	2 928	531,4%	7 391 340 \$	193,5%
Contamination modérée Moderate Contamination	750	8 530 700 \$	509	6 557 500 \$	482	6 965 000 \$	186	3 029 400 \$	-564	-75,2%	-5 501 300 \$	-64,5%
Contamination élevée Heavy Contamination	376	7 476 500 \$	602	12 805 000 \$	459	15 875 500 \$	90	1 870 500 \$	-286	-76,1%	-5 606 000 \$	-75,0%
<b>Sous-total / Sub-total</b>	<b>1 677</b>	<b>19 827 600 \$</b>	<b>1 571</b>	<b>22 816 000 \$</b>	<b>1 486</b>	<b>26 938 400 \$</b>	<b>3 751</b>	<b>16 111 640 \$</b>	<b>2 074</b>	<b>123,7%</b>	<b>-3 715 960 \$</b>	<b>-18,7%</b>
<b>Décontamination (vermiculite) Decontamination (Vermiculite)</b>	<b>—</b>	<b>—</b>	<b>87</b>	<b>2 392 500 \$</b>	<b>63</b>	<b>1 877 500 \$</b>	<b>0</b>	<b>0 \$</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Radon</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>279</b>	<b>825 500 \$</b>	<b>0</b>	<b>0 \$</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Besoins en infrastructures Infrastructure Needs</b>	<b>5 063</b>	<b>162 167 174 \$</b>	<b>7 007</b>	<b>239 593 000 \$</b>	<b>8 115</b>	<b>434 768 400 \$</b>	<b>9 461</b>	<b>686 978 000 \$</b>	<b>4 398</b>	<b>86,9%</b>	<b>524 810 826 \$</b>	<b>323,6%</b>
<b>Total</b>	<b>—</b>	<b>1 027 042 874 \$</b>	<b>—</b>	<b>1 459 855 800 \$</b>	<b>—</b>	<b>2 413 960 044 \$</b>	<b>—</b>	<b>3 863 582 664 \$</b>	<b>—</b>	<b>—</b>	<b>2 836 539 790 \$</b>	<b>276,2%</b>