



OCT 15 2018

Honourable Karen Vecchio
Chair
Standing Committee on the Status of Women
House of Commons
Ottawa, ON K1A 0A6

Dear Ms. Vecchio,

On behalf of the Government of Canada, it is my pleasure to provide the following response to the recommendations of the Report of the Standing Committee on the Status of Women: "A Call to Action: Reconciliation with Indigenous Women in the Federal Justice and Correctional Systems," tabled in Parliament on June 19, 2018.

We commend the Standing Committee on the Status of Women on having taken considerable efforts to study Indigenous women in the federal justice and correctional systems, by way of receiving witness testimony, briefings from implicated departmental officials and organizations, written briefings and other evidence gathered through the course of the study. The Government appreciates these efforts and recognizes their importance.

The Government supports the objectives of the Report's 96 recommendations. Recognizing that factors contributing to Indigenous women's interactions with the criminal justice system are broad and cross cutting, this response includes information on the existing programs and services that are in place across the federal government that address a number of the recommendations and themes identified in the Report.

The Government of Canada is grateful to the Committee for raising these important issues for Canadians and appreciates the opportunity to respond.

Sincerely,

Minister of Public Safety and
Emergency Preparedness

Minister of Justice and
Attorney General of Canada

Enclosure: Government Response to the Report of the Standing Committee on the Status of Women: "A Call to Action: Reconciliation with Indigenous Women in the Federal Justice and Correctional Systems"

**Government Response to the
Report of the Standing Committee on the Status of Women:
A CALL TO ACTION: RECONCILIATION WITH INDIGENOUS WOMEN
IN THE FEDERAL JUSTICE AND CORRECTIONAL SYSTEMS**

Overview of Indigenous Women in the Federal Justice and Correctional Systems

- 1. That the Government of Canada collect disaggregated data on rates of incarceration and number of First Nations, Inuit and Métis female offenders in the federal prison population.**

Correctional Services Canada (CSC) recognizes the importance of gathering disaggregated data to support evidence-based programs. For the past seven years, CSC has been able to report on the number of Indigenous women offenders in custody in federal institutions, broken down by First Nations, Inuit and Métis categories. CSC's Research Branch has also conducted focused analysis when required, such as identifying trends to admissions of Indigenous women.

National and International Commitments to Indigenous Peoples

- 2. That the Government of Canada, in partnership with Indigenous Peoples and communities, implement all calls to action of the Truth and Reconciliation Commission of Canada's final report.**

The Government of Canada is committed to taking concrete steps in implementing the recommendations set out by the Truth and Reconciliation Commission, in partnership with the provinces/territories, Indigenous partners and other stakeholders. In May 2018, Crown-Indigenous Relations and Northern Affairs issued a report on the Government's progress to implement each of the Calls to Action (CTA). This evergreen document illustrates that a number of CTAs have been implemented or are in progress. However, some of these recommendations will require long-term commitments, including transformative changes to current federal legislation, policy and practices.

- 3. That the Government of Canada "develop a national plan to collect and publish data on the criminal victimization of Aboriginal people, including data related to homicide and family violence victimization," as directed by call to action #39 of the 2015 Report of the Truth and Reconciliation Commission of Canada.**

Statistics Canada, in collaboration with federal, provincial and territorial partners, has developed a comprehensive data strategy to collect and publish information on victimization of Indigenous people. The strategy includes the collection of data reported by police services along with information provided by Indigenous people on their victimization experiences.

Since 2014, police-reported homicide data on Indigenous people have been available through the Homicide Survey, which collects information on the Indigenous identity of victims and offenders. Going forward, Statistics Canada's annual homicide report will now include analysis

of homicides of Indigenous women and girls. This information will enable communities and those working in the criminal justice system to better understand and address the issues related to homicide victimization. In addition, Statistics Canada is expanding its other justice-related data-collection activities to include information on Indigenous identity. This includes publications from the Uniform Crime Reporting Survey among other sources.

Statistics Canada's Victimization survey, conducted every five years, responds to data needs by collecting information on victimization, whether it was reported to the police or not. Statistics Canada is currently exploring opportunities to identify options on how to better represent the voices of Indigenous people in the next survey collection cycle.

Additionally, as part of Canada's Strategy to address and prevent gender-based violence, Statistics Canada is working with Status of Women Canada to explore partnerships with Indigenous researchers and data collection experts to co-develop and implement a plan for collecting gender-based violence data on reserve and among Indigenous communities in order to gain insight into the prevalence of physical and sexual violence among the Indigenous population in Canada, among other topics.

4. That the Government of Canada immediately address the gaps in “delivery of government services on a day-to-day basis” for Indigenous women in the federal correctional system, and “identify ways to improve delivery that are holistic, community-based, and put the needs of the person first” as called for in the Minister of Indigenous Services’ mandate letter.

By way of delivering programs that put the needs of Indigenous people first, the Government has provided new investments in this area:

- Budget 2018 announced \$200 million for culturally appropriate addictions treatment and prevention services in First Nations communities with high needs;
- Budget 2017 announced \$118.2 million for mental health programming for First Nations and Inuit; \$86 million for the Non-Insured Health Benefits Program to expand access to mental health professionals and - for the first time - make available the services of traditional healers to address mental health needs; and \$15 million for harm reduction programming.
- Budget 2017 also invested \$55.2 million over five years and \$10 million ongoing to CSC to enhance its capacity to provide effective interventions for Indigenous offenders.
- In June 2016, a three year interim investment of \$69 million was announced to introduce immediate measures to support First Nations and Inuit mental wellness.

Indigenous Services Canada also provides over \$350 million per year to support First Nations and Inuit community mental wellness through a number of culturally appropriate programs and services. Specifically, the First Nations and Inuit Health Branch funds mental health and suicide prevention programming, substance abuse prevention and treatment programs and services, as well as supports for former Indian Residential Schools students and their families.

These mental wellness investments are being guided by the First Nations Mental Wellness Continuum Framework, by the Honouring our Strengths Framework, and the National Inuit Suicide Prevention Strategy, all of which have been developed in collaboration with First Nations and Inuit partners.

Indigenous Services Canada is also exploring ways that it can work with CSC to support comprehensive health and social services in their transition planning for federal offenders being released from correctional institutions.

Addressing the Contributing Factors to Criminalization

5. That the Government of Canada, in collaboration with provinces and territories and working in partnership with Indigenous peoples and communities, “commit to eliminating the over-representation of Aboriginal people [and youth] in custody” by 2025, “and to issue detailed annual reports that monitor and evaluate progress in doing so,” as directed by calls to action #30 and #38 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

The Government of Canada acknowledges that there are systemic issues in our criminal justice system that must be addressed. The Department of Justice (Justice Canada) is undertaking a broad review of Canada's criminal justice system to ensure that it is just, compassionate and fair in its efforts to promote a safe, peaceful and prosperous Canadian society. As directed in the mandate letters to both the Ministers of Public Safety and Emergency Preparedness and Justice and Attorney General of Canada, this work entails legislation that was tabled in the House of Commons on March 29, 2018, which included amendments that seek to reduce the overrepresentation of Indigenous people and other vulnerable populations in the criminal justice system by reforming several key areas. The legislation proposes changes to the bail system to ensure that unnecessary and onerous conditions are not imposed. This will result in fewer needless charges and convictions being brought against Indigenous and marginalized Canadians, including youth, for minor offences. The legislation also aims to improve the jury selection process to increase transparency and fair representation in order to build trust, respect for and confidence in the criminal justice system.

The Government has also invested in programs that have been shown to reduce recidivism and address the root-causes of offending by Indigenous people:

- Budget 2017 provided approximately \$11 million in ongoing funding to Justice Canada for the Indigenous Justice Program, which supports Indigenous community-based justice programs that offer alternatives to mainstream justice processes in appropriate circumstances.
- Public Safety Canada was allocated \$10 million over five years in Budget 2017 for the Indigenous Community Corrections Initiative (ICCI). With a focus on reintegration, this initiative proposes to help reverse the trend of Indigenous over-representation in

Canada's criminal justice system and will support the healing and rehabilitation of Indigenous offenders.

- Budget 2016 increased ongoing funding for the Justice Canada's Indigenous Courtwork Program to \$9.5 million. This program supports the provinces and territories to make courtworkers available to advise Indigenous people involved in the criminal justice system on culturally relevant options such as restorative justice and Indigenous community justice alternatives.

In addition, Justice Canada is funding programs that support Indigenous youth who are in conflict with the law. For example, the Youth Justice Fund currently provides close to \$4 million for 11 Indigenous youth focused projects.

Public Safety Canada's National Crime Prevention Strategy, under the Northern and Aboriginal Crime Prevention Fund, supports the adaptation, development and implementation of innovative, culturally-sensitive crime prevention practices. These practices address known risk and protective factors that reduce offending among at-risk children and youth, and high risk offenders in Indigenous communities. Of the crime prevention projects the Department has supported since 2012, 46% have involved Indigenous people or their communities.

6. That the Government of Canada "[a]ddress the issue of disproportionate incarceration of [I]ndigenous ... women, including by increasing the use of alternative measures for those who commit non-violent offences," as called for in 2016 by the United Nations Committee on the Elimination of Discrimination against Women in its Concluding observations on the combined eighth and ninth periodic reports of Canada.

As referenced in the response to Recommendation 5, the Government has recently invested in several programs within Justice Canada and Public Safety Canada in an effort to increase the availability of alternatives to incarceration for Indigenous offenders. These efforts include the Indigenous Justice Program, the Indigenous Community Corrections Initiative and the Indigenous Courtwork Program.

7. That the Government of Canada make long-term operational funding for front-line community organizations, shelters and transition houses working to protect victims and survivors of violence and end violence against Indigenous women and girls eligible for federal support.

The Family Violence Prevention Program (FVPP) at Indigenous Services Canada supports the operations of 41 shelters and funds proposal-based community-driven family violence prevention projects.

The program makes long-term operational funding available for frontline community organizations in two ways.

First, the program provides funding for annual or multi-year community-driven prevention projects such as public awareness campaigns, conferences, workshops, stress and anger management seminars, support groups and community needs assessments on and off-reserve.

Second, the FVPP provides funding for the day-to-day operations of a network of shelters that provide services for women and children living on-reserve in provinces and in the Yukon.

The FVPP collaborates with the Canada Mortgage and Housing Corporation by providing operational funding to shelters on-reserve that were built through their Shelter Enhancement Program. Together, they support the Budget 2016 commitment to build and operate shelters on-reserve. Planning and construction activities for five new shelters in five separate provinces have begun; they are anticipated to be completed by March 31, 2019. The addition of these five new facilities brings the number of shelters supported by FVPP to 46.

The National Housing Strategy (NHS) places a primary focus on meeting the needs of vulnerable populations, including women and children fleeing domestic violence who face limited suitable shelter space. For example, the National Housing Co-Investment Fund aims to build and renew 4,000 shelter spaces for survivors fleeing domestic violence. It is expected that this will help reduce the wait-list for shelter spaces and lower the number of women who might otherwise return to violent relationships or turn to the street. The Fund will also encourage partnerships between housing projects and support services, such as for mental health issues or addictions. As well, housing in the North has been identified as a key priority area under the NHS, and initiatives are expected to have positive effects on women and Indigenous households.

8. That the Government of Canada, in partnership with Indigenous peoples and communities, increase funding for culturally sensitive and appropriate mental health and addiction services for Indigenous people.

As previously stated in Recommendation 4, the Government has acknowledged the need for additional resources to provide culturally sensitive and appropriate mental health and addictions services for Indigenous people. Recent efforts to address this need include a number of investments:

- Budget 2018 announced \$200 million for culturally appropriate addictions treatment and prevention services in First Nations communities with high needs;
- Budget 2017 announced \$118.2 million for mental health programming for First Nations and Inuit; \$86 million for the Non-Insured Health Benefits Program to expand access to mental health professionals and - for the first time - make available the services of traditional healers to address mental health needs; and \$15 million for harm reduction.
- In June 2016, a three year interim investment of \$69 million was announced to introduce immediate measures to support First Nations and Inuit mental wellness.

Indigenous Services Canada also provides over \$350 million per year to support First Nations and Inuit community mental wellness through a number of culturally appropriate programs and

services. Specifically, the First Nations and Inuit Health Branch funds mental health and suicide prevention programming, substance abuse prevention and treatment programs and services, as well as supports for former Indian Residential Schools students and their families.

Mental Wellness investments are being guided by the First Nations Mental Wellness Continuum Framework, by the Honouring our Strengths Framework, and the National Inuit Suicide Prevention Strategy, all of which have been developed in collaboration with First Nations and Inuit partners.

9. That the Government of Canada issue a call for proposals for programming designed to help with the reintegration of Indigenous female offenders living with mental health problems and illnesses upon release into their communities.

A call for proposals was held by Public Safety Canada in 2017 for the Indigenous Community Corrections Initiative (ICCI). The ICCI will fund projects that develop alternatives to incarceration or provide reintegration supports, including supporting offenders with mental or physical health issues.

Many of the community-based programs funded by the Indigenous Justice Program aim to improve the reintegration of offenders back into their communities. For example, some of these programs assist with developing release and reintegration plans under Section 84 of the *Corrections and Conditional Release Act* (CCRA) to support offenders being released into the community. These community programs also provide both victims and offenders with opportunities to participate in healing programming and activities, such as healing and peacemaking circles.

Once offenders are released into the community, provincial and territorial governments are accountable for providing health care services. CSC is continuing to work with provinces, territories and the First Nations and Inuit Branch at Indigenous Services Canada to reduce barriers and improve access to publicly funded health care services, including provincial health cards and services close to the offenders' home communities.

10. That the Government of Canada increase awareness among Indigenous women of federal government benefits available to them and increase the number of Indigenous female recipients of federal government benefits among those who would be eligible to claim these benefits, but are currently unable to do so because they do not have a Social Insurance Number or have not filed their taxes.

Employment and Social Development Canada (ESDC) conducts outreach with Northern, on-reserve and urban Indigenous communities to ensure that all Indigenous populations benefit and have equal access to services. The current service delivery model offers full service community outreach with services tailored to various needs, which includes addressing all barriers to program uptake including acquisition of a Social Insurance Number and support in filling in tax forms. Building on the Canada Child Benefit outreach initiative, Budget 2018

provided \$17 million over 3 years to support this focused outreach activity to Indigenous communities.

Resolving the Foster Care Crisis for Indigenous Children

11. That the Government of Canada, in collaboration with provinces and territories and working in partnership with Indigenous peoples and communities, address the over-representation of Indigenous children in the child welfare system by investing in initiatives focused on keeping Indigenous children with their families.

12. That the Government of Canada encourage provinces and territories who deliver child welfare services to Indigenous families to re-evaluate the requirements for child and family services to remove Indigenous children from parents who have previously been incarcerated.

13. That the Government of Canada, in collaboration with provinces and territories and working in partnership with Indigenous peoples and communities, “commit to reducing the number of Aboriginal children in care by: i. Monitoring and assessing neglect investigations. ii. Providing adequate resources to enable Aboriginal communities and child-welfare organizations to keep Aboriginal families together where it is safe to do so, and to keep children in culturally appropriate environments, regardless of where they reside. iii. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools. iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing. v. Requiring that all child-welfare decision makers consider the impact of the residential school experience on children and their caregivers,” as directed by call to action #1 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

14. That the Government of Canada, in collaboration with provinces and territories, “prepare and publish annual reports on the number of Aboriginal children (First Nations, Inuit, and Métis) who are in care, compared with non-Aboriginal children, as well as the reasons for apprehension, the total spending on preventive and care services by child-welfare agencies, and the effectiveness of various interventions,” as directed by call to action #2 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

16. That the Government of Canada immediately “enact Aboriginal child-welfare legislation that establishes national standards for Aboriginal child apprehension and custody cases and includes principles that: i. Affirm the right of Aboriginal governments to establish and maintain their own child-welfare agencies; ii. Require all child-welfare agencies and courts to take the residential school legacy into account in their decision making; iii. Establish, as an important priority, a requirement that placements of Aboriginal children into temporary and permanent care be culturally appropriate,” as directed by call to action #4 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

The Government has made historic investments to better support the well-being of children and families on reserve. Improvements to the quality of education for First Nations children and urgently address housing needs on reserve will contribute to reducing the number of children who end up in foster care. These investments include \$635 million over five years plus ongoing funding, announced in Budget 2016, are a first step in addressing funding gaps in First Nations Child and Family Services.

Budget 2018 announced more than \$1.4 billion in new funding over six years, starting in 2017-2018, for First Nations Child and Family Services. The funding will be used to address a number of pressures facing First Nations child and family service agencies, while also increasing prevention resources for communities so that children are safe and families can stay together.

Indigenous Services Canada hosted an emergency meeting on Child and Family Services in January 2018 to discuss how to work together to transform Indigenous child welfare so that it is truly child-centered, community-directed, and focused on prevention. This meeting brought together federal, provincial, territorial and Indigenous partners to discuss reform and how to collectively monitor and report on efforts as called for by the Truth and Reconciliation Commission's Calls to Action. Key topics of discussion included the collection and publication of data, establishing measurable goals and information sharing on Indigenous children in care in Canada.

Under the First Nations Child Family Services program, the Government only had access to information pertaining to First Nations children in care who ordinarily reside on reserves. The Government is currently working with provinces and territories, Indigenous groups and service organizations to strengthen data collection and reporting capacities for children in care, in response to a commitment made by the Minister of Indigenous Services.

The Government will continue to work with First Nations communities to strengthen and enhance family services. It will also begin to collaborate with Inuit and the Métis Nation, as well as other partners, to advance the reforms to child and family services that are needed and develop Indigenous-led solutions that put the well-being of children first. Canada committed \$1 million in funding to the Metis National Council to support their work on engagement and consultation to advance culturally appropriate reform.

Throughout 2017, the Government and Indigenous partners undertook a comprehensive engagement process on Indigenous Early Learning Child Care (ELCC). Based on this engagement, the Government has collaborated with Indigenous partners to co-develop an Indigenous ELCC Framework that will reflect the unique cultures and needs of First Nations, Inuit, and Métis children and families. The forthcoming Indigenous ELCC Framework will guide federal investments in collaboration with Indigenous partners, including a commitment that funding will not fall below \$130 million annually for the next ten years. Throughout the engagement process, participants indicated that positive and enriching ELCC environments can play an important role in keeping families together. This "cultural continuity" is associated with a

reduction of suicides in Indigenous communities. The health of parents and caregivers may also improve as lack of affordable child care can be a barrier to accessing other services and supports.

15. That the Government of Canada fully implement Jordan's Principle to ensure equitable access for First Nations children to all federal government services, as directed by call to action #3 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

The Government of Canada is fully committed to the implementation of Jordan's Principle and complying with the orders of the Canadian Human Rights Tribunal. In July 2016, the Government of Canada committed \$382.5 million over three years, starting in 2016-2017, to implement Jordan's Principle.

From July 2016 to June 2018, more than 99,000 requests for products, services and supports have been approved for First Nations children under Jordan's Principle. These include mental health supports, medical equipment, speech therapy, educational supports, and more.

Additional activities that are being undertaken include:

- A Jordan's Principle National Call Centre was launched in February 2018 to help First Nations children access the products, services and supports they need;
- A Client Satisfaction Survey was developed in consultation with the Parties to the Canadian Human Rights Tribunal decision, the results of which are currently being analyzed;
- Updates to the Jordan's Principle website were made to include information on how to make a request, seek reimbursement, and make an appeal, as well as information on the application of substantive equality under Jordan's Principle; and
- Ongoing communication and public awareness activities, such as targeted social media posts and information posters and wallet cards, will continue to play an important role in increasing awareness of Jordan's Principle amongst First Nations families, health providers and provincial/territorial stakeholders.

Indigenous Services Canada will continue to monitor and track compliance with the Canadian Human Rights Tribunal orders, and will work with partners to improve processes to review and assess Jordan's Principle requests and to implement a coordinated care system.

17. That the Government of Canada, in collaboration with provinces and territories and working in partnership with Indigenous peoples and communities, "develop culturally appropriate parenting programs for Aboriginal families," as directed by call to action #5 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

With the creation of Indigenous Services Canada, the platform now exists to bring together a range of supports for maternal child health, family violence prevention and other community wellbeing initiatives. One of these initiatives, for example, is for family reunification workers who would support parents and help them to bring their children home.

As previously mentioned in relation to Government efforts to improve the foster care situation for Indigenous children, Budget 2018 provided more than \$1.4 billion in new funding over six years, starting in 2017-2018, for First Nations Child and Family Services to address the funding pressures facing child and family service agencies, while increasing prevention resources so that children are safe and families can stay together.

The Government will further efforts to collaborate with Inuit and the Métis Nation, as well as other partners, to develop and deliver Indigenous-led programs and services that put the well-being of children first.

Housing

18. That the Government of Canada address the housing crisis for Indigenous peoples by introducing legislation to realize the right to housing in Canada, in accordance with its international obligations, and by investing, immediately and on an ongoing basis, in affordable housing for Indigenous women and families.

In November 2017, the Government of Canada launched its first ever National Housing Strategy (NHS). The Strategy is a 10-year, \$40 billion plan, with a primary focus on meeting the needs of vulnerable populations, including women and children fleeing domestic violence, Indigenous Peoples, seniors, people with disabilities, those dealing with mental health and addiction issues, veterans, and young adults. The NHS aims to support these populations through a number of housing programs.

As part of the NHS, the Government has committed to take steps to progressively realize the right to adequate housing, as recognized in the *United Nations International Covenant on Economic, Social and Cultural Rights*, through a wide range of federal, provincial and territorial laws, policies and programs.

Indigenous Service Canada's core housing program provides approximately \$142 million annually to First Nations and eligible Inuit communities to support their housing needs. However, the provision and management of housing is the responsibility of eligible Inuit communities and the Indigenous leadership on-reserve. In addition to the annual core funding to First Nations communities, recent targeted investments under Budgets 2016, 2017 and 2018 total \$1.1 billion for First Nations, \$400 million for Inuit, an additional \$240 million for Nunavut, as well as \$500 million for Métis housing.

Funding for Indigenous housing is intended to address the highest housing need, including new construction, renovations and additions, and capacity development to support governance of housing programs. Funding for the construction stream is meant to target vulnerable population groups within communities (e.g. elders, single-parent families, low-income

households) and support First Nations with pressing health, safety and overcrowding issues. The funding allocation takes into consideration criteria such as current conditions of the housing stock, community's reliance of income assistance, as well as community's ability to access funds beyond Indigenous Service Canada's core funding.

Currently, Canada Mortgage and Housing Corporation (CMHC) partners with First Nation communities to support their housing goals by offering tools, training, programs and knowledge to help First Nations build, maintain and care for homes in their communities and develop new housing-related skills. For example, the On-Reserve Non-Profit Housing Program helps First Nations build, buy and repair, as well as administer affordable rental housing on reserve. Through this program, CMHC provides subsidies to assist First Nations with the financing and operation of housing projects through long term operating agreements.

Social Impact Bonds

19. That the Government of Canada examine the use of social impact bonds to determine whether they would reduce costs and increase outcomes for programs delivered within the federal justice system, with an emphasis on the delivery of mental health services and alternative programs such as healing lodges and community courts.

In June 2017, a Social Innovation and Social Finance (SI/SF) Co-Creation Steering Group (SG) was given a one-year mandate by Employment and Social Development Canada to work on the development of recommendations for a SI/SF Strategy. As part of its work, the SG discussed a range of social finance approaches for not-for-profits and charities to access capital; this included tools such as social impact bonds and pay for performance contracts. The SG met with a range of stakeholders across Canada including First Nations, Inuit and Métis groups and individuals at the community level and held discussions with political organizations and sought feedback from approximately 15,000 Canadians. The SG recommendations were published on August 31, 2018 and will inform the development of a Social Innovation and Social Finance Strategy for Canada.

The Government continues to explore innovative methods for managing programs and services that will reduce costs and strengthen outcomes. Following a study from the Standing Committee on Public Safety and National Security on Social Finance in the Domain of Crime Prevention, Public Safety Canada assessed the feasibility of using social impact bonds (SIB) in crime prevention and determined that our evidence base would support such a project. The department is developing a pilot project that will innovate our use of grants and contributions to fund interventions by seeking a partnership with private sector investors through a SIB. This project will explore how the inclusion of new partners affects the sustainability and scalability of successful crime prevention projects. Justice Canada is also examining the use of SIBs, as well as other innovative models to improve outcomes for Indigenous women in the criminal justice system and will seek to involve provincial, territorial and community partners.

More recently, the Minister of Indigenous Services and the Minister of Infrastructure and Communities announced the creation of the Indigenous Homes Innovation Challenge, to be launched in fall 2018. The Government of Canada will award a total of \$30 million in prize money for new builds over three rounds. This type of creative approach will enable the design and construction of Indigenous-led and community-driven projects for First Nation, Inuit and Métis peoples living in rural and urban communities.

Indigenous Women's Access to and Treatment in the Justice System

20. That the Government of Canada, in collaboration with provinces and territories and in partnership with Indigenous peoples and communities, develop and implement strategies to improve Indigenous people's trust in law enforcement agencies.

The RCMP implemented a Bias-Free Policing model in 2006 directed at improving Canadians trust in policing, including Indigenous Peoples. The RCMP's commitment to bias-free policing, i.e., the equitable treatment of all persons by all RCMP employees in the performance of their duties, is reflected in its Code of Conduct, its Mission, Vision, and Values statement, and is entrenched in its national policies.

The RCMP is developing national guides for the families of both missing people and homicide victims. These guides will assist families in understanding the process and how the RCMP will work with them during this time.

The RCMP has also committed to developing a sexual assault training and curriculum that addresses existing legislation and consent law. This training will be inclusive of vulnerable populations including but not limited to Indigenous people, senior citizens, persons with disabilities, sex trade workers and children and youth under 18. The training will also be reflective of the diverse cultures and communities the RCMP serves.

Although Third Party Reporting (TPR) is available in some jurisdictions, the RCMP is actively working with community partners to implement TPR on a national level. TPR has been recognized by community partners, experts and officials as a method to facilitate sexual assault reports and disclosures to police. The RCMP is continuing to explore this option, and is committed to ensuring the inclusion of community partners in improving services for survivors of sexual violence.

The Sexual Assault Review Team (SART) was initiated in April 2017, in order to provide recommendations related to sexual assault investigations. The SART is actively reviewing all sexual assault files not cleared by charge from the years 2015, 2016 and 2017. This review is ongoing and continues to inform decisions related to training, education, engagement and initiatives taken on by the SART. In the past year, the SART has developed and released training to members on consent law and myths. This training and review will support members in providing consistent and quality responses to sexual assault disclosures.

The RCMP is also invested in public education and community engagement on issues related to sexual assault. The SART has contributed and collaborated on external education products for youth, such as pamphlets and pocket guides explaining consent and sexual violence. The team continues to provide input on training in development that interacts and impacts sexual assault investigations and will continue to work with subject matter experts to ensure accuracy and quality of these training and educational products.

The SART is actively working to implement external review committees to provide investigative oversight on sexual assault investigations. This will ensure that communities are able to collaborate with the RCMP and promote accountability to all communities.

As the SART continues to carry out its purpose and mandate, the RCMP is committed to ensuring the best possible service for victims. This includes continuing to maintain relationships with experts in communities, advocates, government partners and leaders.

To build better relationships with the youth in communities, the RCMP's National Youth Services coordinated a Youth Leadership workshop from August 21-26, 2018. The Youth Leadership Workshop brings RCMP employees and youth together from all over Canada to build a youth-led, police-supported, action plan to help address the root causes of youth crime and victimization in their community. Throughout the Workshop, the youth and RCMP employees participate in interactive learning sessions with a facilitator and subject matter experts. These sessions give the youth tools to plan and implement their action plans upon returning to their communities.

The RCMP has also taken further steps to enhance trust through:

- the creation of Métis coordinator positions;
- the new RCMP National Indigenous Organizations Liaison Officer position and relationship building protocol;
- consultations with Indigenous committees both nationally and provincially;
- support for Aboriginal Policing Services in every RCMP Division across Canada; and
- staffing of Indigenous police officers in Indigenous communities when possible.

Furthermore, the RCMP adoption of culturally sensitive practices, such as the acceptance of the eagle feather protocol for use during legal oaths, is an important step to garnering trust by Indigenous Peoples in the national police service.

21. That the Government of Canada, in partnership with Indigenous peoples and communities and in collaboration with non-governmental organizations, require the Royal Canadian Mounted Police to provide its members and staff with culturally relevant training and education on how Indigenous history, Indigenous cultures, and colonization must be considered when interacting with Indigenous peoples, as well as training and education on how to use a trauma-informed approach when interacting with Indigenous women.

The RCMP has focussed efforts on training current and new members to conduct their duties in a bias-free manner with compassion, respecting the value of diversity. Training that is provided to them throughout their career also ensures that they possess a solid and current knowledge of cultural elements and history of the First Nations, Métis and Inuit communities.

All Regular Members of the RCMP are introduced to Indigenous cultural sensitivity initially upon enrollment and continually build on training to better understand the challenges faced by Indigenous communities. The RCMP Depot (training academy) now includes the Blanket Exercise as part of the curriculum for all Cadets. It is also offered to all employees across Canada, as an on-line course, *Aboriginal and First Nations Awareness*, which provides information about the history, geography and contemporary issues pertaining to Indigenous lands, cultures, and communities. Many Divisions provide specific Indigenous Cultural Competency Training and several offer an *Aboriginal Perception Training* workshop tailored to reflect the Indigenous groups of their province. There are also division-specific courses and training sessions provided about family violence, and other investigations involving violence designed for the communities being served.

The RCMP's response to protests has evolved significantly within the past decade to a measured and intelligence-led approach using the measured approach principles for community conflict management. The response emphasizes proactive positive stakeholder engagement by police to establish: trust, respect and accommodation of the positions and interests of all stakeholders; sensitivity to Indigenous culture; and education on civil and criminal law and the role of the RCMP. With an emphasis on engagement, the RCMP has developed a Community

Conflict Management Group course, which provides instruction on interest-based communication skills, strategic considerations and relationship building techniques to facilitate the timely resolution of conflicts between police and stakeholders in all three protest stages: pre-event, event and post-event.

22. That the Government of Canada, in collaboration with provinces and territories and working in partnership with Indigenous peoples and communities, "create adequately funded and accessible Aboriginal-specific victim programs and services with appropriate evaluation mechanisms," as directed by call to action #40 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

The Minister of Justice is committed to supporting Indigenous people and their families who have experienced crime and violence. Justice Canada's Federal Victims Strategy partners with provincial and territorial governments, community agencies and organizations to increase access to justice for victims and survivors of crime.

In August 2016, two new victim service initiatives were announced to provide direct assistance to families in conjunction with the National Inquiry into Missing and Murdered Indigenous Women and Girls. Funding was provided for the creation of Family Information Liaison Units, a

new service designed to help families access available information about their loved one from multiple government sources.

Justice Canada also provided additional funding for Indigenous community-based organizations, non-governmental organizations and victim services to support the delivery of culturally responsive and trauma-informed services for families of missing or murdered Indigenous women and girls. These community based projects are developed and delivered by Indigenous community-based organizations that have extensive knowledge about how best to assist families. All projects include an evaluation component to ensure that services being provided are meeting the needs of the families.

Public Safety Canada, through its ongoing investment in the National Office for Victims (NOV), plays a coordinating role in the development and implementation of victim-related legislation and policy. NOV works closely with CSC and the Parole Board of Canada (PBC) to develop and distribute information products for victims of federal offenders. For example, it publishes the “Staying Informed” pamphlet for victims of crime, which is translated into seven Indigenous languages. In addition, NOV is currently undertaking an outreach project to better serve Indigenous communities and victim service organizations by engaging representatives of the Indigenous Courtwork program in each region to improve the dissemination of its publications.

Legal Aid

23. That the Government of Canada, in collaboration with provinces and territories and in partnership with Indigenous peoples and communities, ensure that Indigenous women, including incarcerated Indigenous women and Indigenous women who are victims of crimes, have improved access to legal assistance, including improved access to civil legal aid, by earmarking funds for this aid in the Canada Social Transfer, as called for in 2016 by the United Nations Committee on the Elimination of Discrimination against Women in its Concluding observations on the combined eighth and ninth period reports of Canada.

24. That the Government of Canada, in collaboration with provinces and territories and with particular attention to Indigenous women, “[r]eview criteria applied in income tests for eligibility to ensure access to civil legal aid, especially in the area of family law, for all women without sufficient means,” as called for in 2016 by the United Nations Committee on the Elimination of Discrimination against Women in its Concluding observations on the combined eighth and ninth periodic reports of Canada

25. That the Government of Canada, in collaboration with provinces and territories, “recruit and train more [I]ndigenous women to provide legal aid to women from their communities, including in domestic violence cases and on property rights, and to review its legal aid scheme to ensure that [I]ndigenous women who are victims of domestic violence have effective access to justice,” as called for in 2016 by the United Nations Committee on the Elimination of Discrimination against Women in its Concluding observations on the combined eighth and ninth periodic reports of Canada.

In addition to supporting legal aid programs via transfers to the provinces and territories, Justice Canada takes special measures to improve access to legal assistance and civil legal aid for Indigenous persons involved with the criminal justice system. For example, in the territories, access to justice is provided through integrated agreements that provide support for legal aid (criminal and civil), Indigenous Courtwork services and public legal education and information services. The consolidated agreements support a flexible and responsive approach that recognizes the contexts and circumstances that are unique to each of the three territories. Indigenous Courtworkers operate nationally and act as culturally-relevant “navigators” for Indigenous people in contact with the criminal justice system, whether as accused persons, victims, witnesses or family members and connect accused persons, victims, witnesses and family members with culturally-safe assistance and resources, including legal representation.

Justice Canada will continue to work with the provinces and territories to improve access to justice system support mechanisms for victims of violence.

Access to Culturally Appropriate Services

26. That the Government of Canada increase funding for culturally appropriate federal justice programs and services for Indigenous women, with the goal of increasing Indigenous women’s access to justice, and ensure that these programs and services are tailored to their needs, including to the specific needs of Inuit and Métis women.

As mentioned in response to Recommendation five and 25, the Indigenous Justice Program supports Indigenous community-based justice programs in First Nations, Métis and Inuit communities that offer culturally relevant alternatives to mainstream justice processes. Through this program in particular, Justice Canada provides services that promote the goal of increasing Indigenous women’s access to justice support mechanisms.

The Indigenous Courtwork Program provides contributions to provincial and territorial governments to support the provision of culturally relevant services to Indigenous people charged with an offence who are either before the courts or otherwise in contact with the criminal justice system.

Additionally, through Access to Justice Services Agreements (AJA) with Canada’s three territories (Yukon, the Northwest Territories and Nunavut) Justice Canada financially supports the delivery of access to justice services in northern communities, including: legal aid (both criminal and civil), Indigenous Courtwork services and public legal education and information.

27. That the Government of Canada, in collaboration with Indigenous peoples and communities, provide increased support to community organizations that offer justice-related services to Indigenous women who are victims of crimes.

Justice Canada continues to work with Indigenous peoples and communities to better meet their needs. Through the Justice Partnership and Innovation Program – Violence Against

Aboriginal Women and Girls, project funding is provided for innovative community-based and school-based initiatives. These initiatives focus on reducing vulnerabilities to violence and raising awareness in order to break intergenerational cycles of violence and abuse that are affecting Indigenous women and girls. Through the development of models, programs, resources and tools, the Program aims to reduce the vulnerability of young Indigenous women and girls to violence and encourage their empowerment.

As raised in regard to Recommendation 22, the Justice Canada Federal Victims Strategy partners with provincial and territorial governments, community agencies and organizations to increase access to justice support mechanisms for victims and survivors of crime.

In August 2016, to help families access available information about their loved one from multiple government sources, funding was provided for the creation of Family Information Liaison Units. Justice Canada also provided additional funding for Indigenous community-based organizations, non-governmental organizations and victim services to support the delivery of culturally responsive and trauma-informed services for families of missing or murdered Indigenous women and girls. These community based projects are developed and delivered by Indigenous community-based organizations that have extensive knowledge about how best to assist families in a culturally sensitive context. All projects include an evaluation component to ensure that services being provided are meeting the needs of the families.

The National Office for Victims (NOV) works closely with CSC and PBC to develop and distribute information products for victims of federal offenders. For example, it publishes the “Staying Informed” pamphlet for victims of crime, which is translated into seven Indigenous languages. In addition, NOV is currently undertaking an outreach project to better serve Indigenous communities and victim service organizations by engaging representatives of the Indigenous Courtwork program in each region to improve the dissemination of its publications.

Training within the Justice System

28. That the Government of Canada, in collaboration with the “Federation of Law Societies of Canada, ensure that lawyers receive appropriate cultural competency training, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations,” including “requiring skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism,” as directed by call to action #27 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

29. That the Government of Canada, in collaboration with provinces and territories, “call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal – Crown relations,” including “requiring skills-based training in

intercultural competency, conflict resolution, human rights, and anti-racism,” as directed by call to action #28 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

Although the Government of Canada is not the lead to respond on these two Calls to Action, Justice Canada is engaged with the Federation of Law Societies with regard to appropriate cultural competency training for lawyers, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal - Crown relations.

Judges and Sentencing

30. That the Government of Canada encourage the Canadian Judicial Council to establish seminars and other education material for the continuing education of judges, including in respect of matters related to history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, treaties and Aboriginal rights, Indigenous law, and Aboriginal – Crown relations, as well as skills-based training in intercultural competency, conflict resolution, human rights, antiracism, sexual assault law and social context that has been developed in consultation with sexual assault survivors, as well as with groups and organizations that support them and that the training be broadly available to the judiciary, crown prosecutors, police forces and lawyers.

Justice Canada will explore opportunities for encouraging the Canadian Judicial Council to establish seminars and other education material for the continuing education of judges.

31. That the Government of Canada immediately table legislation to “amend the Criminal Code to allow trial judges, upon giving reasons, to depart from mandatory minimum sentences and restrictions on the use of conditional sentences,” as directed by call to action #32 of the 2015 Report of the Truth and Reconciliation Commission of Canada and in 2016 by the United Nations Committee on the Elimination of Discrimination against Women in its Concluding observations on the combined eighth and ninth periodic reports of Canada.

Justice Canada is undertaking a broad review of Canada's criminal justice system to ensure that it is just, compassionate and fair in its efforts to promote a safe, peaceful and prosperous Canadian society. The Government will continue to consult with key stakeholders, including Indigenous Peoples, lawyers, academics, other criminal justice professionals and community members in order to assemble the best available evidence and guidance on the issue of mandatory minimum penalties and sentencing options.

32. That the Government of Canada remove the requirement to automatically incarcerate an Indigenous female offender in a maximum security facility for the first two years of a murder sentence.

To clarify, a two-year “rule” does not exist within the security classification framework. Under the CCRA, CSC is required to assign a security classification of maximum, medium or minimum

to each offender admitted to its facilities. In doing so, it considers the seriousness of the offence committed, the offender's social and criminal history, and the potential for violent behaviour. In rendering a decision with respect to an offender's security level, specialized CSC staff use clinical assessments which are informed by a multi-faceted approach that considers all available risk-related information, including the application of actuarial tools, such as the Custody Rating Scale.

Gladue Reports

33. That the Government of Canada ensure that Gladue reports are not misused against an Indigenous female offender during classification, incarceration and/or parole hearings, and that personnel at Correctional Service Canada and at the Parole Board of Canada receive training on the purpose of Gladue Reports.

34. That the Government of Canada support Gladue principles, enforce culturally appropriate and sensitive Gladue reporting, and ensure that timely Gladue reporting is made accessible to Indigenous women, through a federally guided regional needs assessment.

35. That the Government of Canada, in collaboration with provinces and territories and in partnership with Indigenous peoples and communities, develop and implement a strategy to improve the use of high-quality Gladue reports in the justice system.

36. That the Government of Canada encourage provinces and territories to work in partnership with Indigenous peoples and communities to coordinate efforts to implement gender-responsive Gladue reporting.

37. That the Government of Canada provide additional resources to train and support Gladue writers in all provinces and territories, and to address the skills and personnel deficit that has resulted in the misrepresentation, inadequate representation, and unjust sentencing of Indigenous female offenders.

38. That the Government of Canada, in collaboration with provinces and territories, negotiate a cost-sharing agreement to fund the writing of Gladue reports and the training of new Gladue writers.

CSC's case management teams are trained to consider Aboriginal Social History in the development and delivery of the Aboriginal Continuum of Care interventions. In 2016 and 2017 training on Aboriginal considerations and Aboriginal Social History was delivered to CSC's regional management teams and the members of PBC. In 2017, CSC also delivered the mandatory Aboriginal Social History training to all Parole Officers across Canada to enhance cultural competency skills concerning the Indigenous offender population.

PBC also provides an in-depth initial orientation and regular ongoing training to Board members. This training currently includes sessions on considering the systemic and background

factors that may have played a part in bringing the offender into interaction with the criminal justice system to emphasize that they are to be considered separately, but in relation to risk factors.

Unlike risk factors, systemic and background factors will not lead to aggravated risk. Instead, the context they provide may serve to explain and mitigate elements of risk. PBC continuously reviews its Board member training to ensure the appropriate level of focus on cultural competence.

Justice Canada supports the use of Gladue reports. Many existing Indigenous Justice Program-supported programs offer training on how to complete Gladue reports and/or undertake educational and outreach activities on Gladue principles and their application.

In addition, Indigenous Courtwork services include supporting the integration of Gladue principles throughout the criminal justice process by collecting background and contextual information in order to prepare Gladue reports in support of correctional decision-making. Since 2008, the Indigenous Courtwork Program has supported training activities for Indigenous Courtworkers to increase awareness and implementation of Gladue principles including the development of the Gladue sentencing principles E-learning module. However, more work is required in order to ensure that Gladue Principles are applied consistently in the courts across the country.

Justice Canada is open to exploring ways to ensure these principles are effectively and consistently applied. It continues to work closely with its federal, provincial and territorial counterparts to examine approaches to jointly support the writing of Gladue reports across Canada.

Alternative and Restorative Justice

39. That the Government of Canada implement and further invest in community-based rehabilitation and restorative justice methods for Indigenous female offenders rather than incarceration for low and medium security Indigenous female offenders.

The Minister of Justice is supportive of restorative justice at all stages of the criminal justice system. More specifically, the Minister of Justice's Mandate Letter established one of the outcomes of the review of the changes in our criminal justice system and sentencing reforms over the past decade to be the increased use of restorative justice processes and other initiatives to reduce the rate of incarceration amongst Indigenous Canadians.

In order for Indigenous offenders to have increased options to return closer to their home communities, funding was provided under Budget 2017 to allow CSC to contract with First Nations and Indigenous organizations to provide community reintegration support to offenders upon release, including Section 84 release planning. Urban, remote and rural Indigenous

organizations that offer trauma, addictions and life skills counselling can apply for contracts to offer services for Indigenous women offenders prior to and upon release.

CSC also manages the Restorative Opportunities Program that offers people who have been harmed by a crime, either directly or indirectly, a chance to communicate with the offender who caused the harm. The program is a post-sentence program in which participation is voluntary for everyone concerned. The program explores opportunities to use various victim-offender mediation models that best suit the needs of the participants, as defined by the participants, with the help of a professional mediator.

As previously noted in response to recommendations five, six and nine, to support the development of community-based alternatives to incarceration and reintegration for Indigenous offenders, Budget 2017 provided \$10 million over five years to Public Safety Canada for the Indigenous Community Corrections Initiative. Budget 2017 also provided approximately \$11 million in ongoing funding for the Indigenous Justice Program which, when appropriate, also supports alternatives to imprisonment, such as restorative justice programs. These programs are community-led and designed to address the needs of victims, offenders and the community.

40. That the Government of Canada, in collaboration with provinces and territories and working in partnership with Indigenous peoples and communities, immediately and on an ongoing basis “provide sufficient and stable funding to implement and evaluate community sanctions that will provide realistic alternatives to imprisonment for Aboriginal offenders and respond to the underlying causes of offending,” as directed by call to action #31 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

Justice Canada is undertaking a broad review of Canada's criminal justice system to ensure that it is just, compassionate and fair in its efforts to promote a safe, peaceful and prosperous Canadian society. As part of this transformation, it is looking at how to better address the needs of vulnerable populations, including Indigenous people who are disproportionately represented as both as victims and offenders in the criminal justice system.

Budget 2016 increased annual funding for the Indigenous Courtwork Program from \$5.5 million to \$9.5 million. This program supports the provincial and territorial delivery of Indigenous courtwork services. As part of these services, the courtworkers advise Indigenous people involved in the criminal justice system on culturally relevant options such as restorative justice and Indigenous community justice alternatives.

41. That the Government of Canada, in partnership with Indigenous peoples and communities, establish community courts in Indigenous communities for non-violent offences.

Programs and communities funded through Indigenous Justice Program and the Indigenous Courtwork Program provide much needed wrap-around services to community courts

operating in and outside of Indigenous communities. These programs have also been part of, or in some cases led, the development of Indigenous courts or hearings in their local communities. Justice Canada continues to work with its provincial and territorial partners in developing community court options and supporting their successful delivery to Indigenous clients.

42. That the Government of Canada, in collaboration with provinces and territories, “commit to the recognition and implementation of Aboriginal justice systems in a manner consistent with the Treaty and Aboriginal rights of Aboriginal peoples, the Constitution Act, 1982, and the United Nations Declaration on the Rights of Indigenous Peoples, endorsed by Canada in November 2012,” as directed by call to action #42 of the 2015 Report of the Truth and Reconciliation Commission of Canada, and adopt without delay Bill C-262, An Act to ensure that the laws of Canada are in harmony with the United Nations Declaration on the Rights of Indigenous Peoples.

The Government is committed to renewing the Nation-to-Nation relationship with Indigenous Peoples, based on the recognition of rights, respect, cooperation and partnership. This commitment reflects the goal to fundamentally shift how Government interacts and work with Indigenous Peoples.

Working with First Nations, Inuit and Métis partners, the Government is developing federal legislation and policies to formalize the recognition of Indigenous Peoples' rights, including the right of self-determination and the inherent right of self-government. This also includes support for the development of Indigenous government institutions and systems of justice.

This framework builds on steps we have already taken along this path, including:

- endorsing the United Nations Declaration on the Rights of Indigenous People and committing to its full implementation;
- establishing the Working Group of Ministers on the Review of Laws and Policies Related to Indigenous Peoples;
- adopting and releasing the Principles Respecting the Government of Canada's Relationship with Indigenous Peoples;
- adopting new strategies to pursue negotiation versus litigation as the preferred path to resolve disputes;
- working with First Nations, Inuit, and the Métis Nation to co-develop and advance shared priorities; and
- supporting Private Members Bill C-262 as part of our work to implement the United Nations Declaration on the Rights of Indigenous Peoples.

As the Government continues to advance its work in partnership with Indigenous Peoples to better recognize and implement self-determination and self-government, discussions will be held on the recognition and implementation of Indigenous justice systems with the First Nations, Inuit and Métis communities to whom this is a priority.

Oversight of Correctional Service Canada

43. That the Government of Canada immediately appoint a deputy commissioner for Indigenous offenders, and consider the future appointment of a deputy commissioner with specific responsibility for the oversight of Indigenous women in federal correctional institutions.

CSC's Senior Deputy Commissioner has the lead responsibility for Indigenous Offenders. In support, CSC's Aboriginal Initiatives Directorate provides leadership to ensure that Indigenous Corrections is fully integrated into the overall correctional agenda, and that responsibility for results is shared by all sectors and regions across the organization.

CSC's current executive structure ensures a consistently applied approach at the national, regional and institutional levels to support the healing of Indigenous offenders and ensures their safe transition to the community. It also provides the leadership required to create a common purpose, mobilize and engage both internal and external stakeholders, and foster collaboration with Indigenous communities with the goal of improving and sustaining correctional results for First Nations, Métis and Inuit offenders.

That said, the Government continues to explore opportunities to strengthen the role of CSC in addressing Indigenous people in the correctional system, which includes enhancing its governance structure, as required.

Classification for Indigenous Women

44. That the Government of Canada classify, in its initial assessment and whenever possible, Indigenous female offenders at a medium security level or lower in order to provide them with appropriate treatment and rehabilitation services, and ensure, in cases where a maximum security is needed, that Indigenous female offenders have access to culturally appropriate services.

45. That the Government of Canada review and update Correctional Service Canada's assessment qualifiers for assigning incarceration security classification levels to Indigenous female offenders, including, but not limited to, conducting a gender-based analysis plus on their security levels classification tool; and request that the Correctional Investigator of Canada conduct an evaluation of the new classification tool after its implementation.

46. That the Government of Canada, in partnership with Indigenous peoples and communities, "[r]edesign its classification system for women in the federal prison system to ensure their access to work and community [programs] as well as to [A]boriginal healing lodges," as called for in 2016 by the United Nations Committee on the Elimination of Discrimination against Women in its Concluding observations on the combined eighth and ninth periodic reports of Canada.

CSC is required, under the CCRA, to assign a security classification of maximum, medium, or minimum to each offender admitted to its facilities. In doing so, CSC considers the seriousness of the offence, the offender's social and criminal history, and the potential for violent behavior. In rendering a decision with respect to an offender's security level, specialized CSC staff use professional judgment and clinical assessments, including the application of actuarial tools such as the Custody Rating Scale (CRS), which consider all available risk-related information.

A June 2018 decision of the Supreme Court of Canada, *Ewert v. Canada*, confirmed that CSC must respect its statutory obligation under the CCRA to ensure that information on Indigenous offenders derived from the use of its assessment tools is as accurate and as up to date as possible. The Court indicated that CSC must ensure that its use of the tools with respect to Indigenous offenders do not perpetuate discrimination or contribute to a disparity in correctional outcomes between Indigenous and non-Indigenous offenders. CSC recognizes a need to ensure that the use of its assessment tools with respect to Indigenous offenders is culturally sensitive in order to provide appropriate results.

CSC will continue its work in a manner informed by the Supreme Court decision in *Ewert*, fully respecting CSC obligations noted within. This work ensures that CSC applies assessment tools in a culturally responsive way for Indigenous offenders.

Segregation and Solitary Confinement

47. That the Government of Canada end the practice of solitary confinement and segregation in its many forms, including, but not limited to, administrative segregation, health-related segregation, and punitive segregation in federal correctional institutions for women.

48. That the Government of Canada immediately "[a]bolish the practice of solitary confinement, and effectively limit the use of administrative or disciplinary segregation as a measure of last resort for as short a time as possible and avoid such measure for women with serious mental illness," as called for in 2016 by the United Nations Committee on the Elimination of Discrimination against Women and the Correctional Investigator of Canada in its Concluding observations on the combined eighth and ninth periodic reports of Canada.

49. That the Government of Canada immediately implement legislation requiring judicial oversight regarding the use of administrative segregation until the practice of solitary confinement and segregation in its many forms, including, but not limited to, administrative segregation, health-related segregation, and punitive segregation in federally administered women's correctional facilities, is abolished.

The Government is focused on ensuring that federal correctional institutions provide a safe and secure environment conducive to inmate rehabilitation, staff safety and the protection of the public.

Administrative segregation is used as a last resort, and all reasonable alternatives must be explored and considered prior to an admission, and throughout the placement in segregation. The use of disciplinary segregation is limited to cases where an inmate has been found guilty of a serious disciplinary offence by an Independent Chairperson.

The legislative and policy framework on segregation for the CSC provides rigorous requirements, restrictions, procedural safeguards and oversight for all inmates placed in segregation. In light of two constitutional challenges in Ontario and British Columbia, the Government continues to review the use of, and legislation governing, administrative segregation.

50. That the Government of Canada limit the use of secure units in federal correctional institutions for women.

By addressing the needs of women offenders at all levels of security, CSC is providing a safe and secure environment to allow women to gain control of their lives in a supportive environment, including respect for those who choose to engage in their correctional plans.

The Secure Units in women offender institutions only accommodate women classified as maximum-security who represent a small portion of the total in-custody women offender population. Secure Units for maximum-security women are used to provide these inmates with intensive interventions in safe and secure accommodations. Historically there has been a small group of women who fall within this higher risk category and require the structure provided by the Secure Units.

Access to Programming

51. That the Government of Canada review conditions whereby Indigenous female offenders are unable to attend their parole hearings because access to programming in the correctional facility was not made available to them, and ensure that all options are outlined for Indigenous female offenders in the event programming is not able to be completed through no fault of the their own.

CSC has taken action to enhance its Offender Intake Assessment process with the goal to enable access to correctional programs earlier in their sentence while simultaneously preparing them for pre-release by their Day Parole Eligibility Date.

CSC remains committed to delivering structured interventions that address the risk factors directly linked to supporting women offenders to safely and successfully reintegrate into the community. In response to the Auditor General's Report 5 – Preparing Women Offenders for Release, CSC has created an automated information report to identify women who are low risk, have completed programs, and are past their earliest parole eligibility date. Wardens of the institutions review the reports monthly and discuss results with parole officers. The site level

reports are discussed quarterly to identify results achieved and best practices that can be used to support women offenders' successful reintegration.

PBC Board members conduct a rigorous, global risk assessment to ensure that conditional release decisions are based on reliable and persuasive information. All relevant, available information must be considered and weighed, including, but not restricted to, information relating to the offender's program involvement. PBC is committed to addressing systemic barriers faced by the Indigenous offender population, in relation to conditional release.

52. That the Government of Canada, immediately "ensure that Indigenous offenders have timely access to correctional programs – including culturally specific programs – according to their needs and preferences, to support their successful reintegration," as called for in the 2016 Fall Reports of the Office of the Auditor General entitled Report 3 – Preparing Indigenous Offenders for Release—Correctional Service Canada

53. That the Government of Canada partner with Indigenous peoples and organizations to offer programs and services for Indigenous female inmates that are culturally relevant, culture specific and administered within Correctional Service Canada institutions.

54. That the Government of Canada provide resources to inform Indigenous female offenders on all support mechanisms and tools available to them, such as Gladue writers and Sections 29, 81, and 84 of the Corrections and Conditional Release Act.

55. That the Government of Canada, in collaboration with provinces and territories and working in partnership with Indigenous peoples and communities, "provide culturally relevant services to inmates on issues such as substance abuse, family and domestic violence, and overcoming the experience of having been sexually abused," as directed by call to action #36 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

56. That the Government of Canada ensure that federally incarcerated Indigenous women who wish to participate in the Pathways Initiative have timely access to the Initiative and that the Initiative's programming is culturally appropriate for incarcerated First Nations, Inuit and Métis women; and develop, in partnership with Indigenous peoples and communities, tools to assess how the Pathways Initiative contributes to the reintegration of Indigenous women in their communities.

Many culturally specific services and interventions are provided to Indigenous women to prepare them for a safe and timely release into the community. Recent CSC research studies have confirmed that both Elder services and the Aboriginal Women Offender Correctional Programs contribute significantly to reduced reoffending.

CSC is in the process of implementing its National Indigenous Plan, and introducing a new approach for Indigenous Corrections that will establish centralized Aboriginal Intervention Centres (AICs) in all regions. The AICs will meet the needs of individual Indigenous offenders

through a culturally responsive case management approach, integration of restorative justice and healing principles, and maximum involvement of the Indigenous community. CSC's National Indigenous Plan includes establishing specially trained and dedicated case management teams at each AIC. These dedicated teams ensure streamlined case coordination that takes into consideration an Indigenous individual's Aboriginal Social History (ASH), assesses the impact of the Aboriginal Continuum of Care interventions, and promotes a more integrated and proactive approach to correctional learning. Pathways programming is an integral part of these Centers.

Significant progress has been made in implementing CSC's Aboriginal Circle of Care and Strategic Plan for Aboriginal Corrections, which created a foundation for ensuring culturally specific and responsive interventions for Indigenous offenders. This work has included the wide implementation of the Pathways Initiative across the Service, including intensive interventions that promote holistic healing and reinforce a traditional Indigenous way of life.

Upon intake, all women offenders are assessed and assigned to programs that match their needs and level of risk. Indigenous women can participate in either the Aboriginal Women Offender Correctional Programs (AWOCP) or the mainstream Women Offender Correctional Program (WOCP) available to all women offenders. Programs for women offenders are not independent programs, but rather they build upon one another to address a woman's required program intensity. Women who need more intervention are referred to programs at a higher intensity level.

The AWOCP is comprised of four components. The first is an engagement program (12 sessions) designed to motivate participants towards positive change. This is followed by a moderate intensity program (45 sessions), and if appropriate, a high intensity program (58 sessions), and a self-management program (12 sessions). The self-management program is offered in the institution and the community and focuses on maintaining the skills learned in previous programming while building, revising and implementing healing and self-management plans. In the community, it serves as a refresher program and continues to support Indigenous women offenders after they leave the institution.

Of importance, the programs that form the AWOCP are holistic, culturally sensitive and are designed from an Indigenous worldview. The AWOCP includes content that addresses the Indigenous women offenders' social history experiences such as intergenerational trauma, residential school experience and involvement in the foster care system. The trauma-informed, Elder-assisted process focuses on healing through cultural identity and provides traditional teachings, ceremonies and spiritual counselling for Indigenous women offenders. Elders can have a profound impact on not only the women's behaviour, but also their value and belief system, better preparing them for reintegration to the community as contributing members of their families and communities.

The Aboriginal Women's Pathways Continuum is part of CSC's Continuum of Care. It provides opportunities for Indigenous women at maximum, medium, and minimum security levels to engage in intensive healing interventions supported by Elders through ceremony, teachings,

circles, and cultural activities. Following a review of Pathways, it was identified that Indigenous women are able to access Pathways in a timely manner at three sites including participation of women inmates at all three security levels. At two sites, where Pathways Initiatives do not currently exist, women have increased one to one access to Elders and follow, if desired a more intensive healing path.

In order to highlight the contribution of Pathways to the healing of Indigenous offenders and for the consideration of conditional release decisions by PBC, CSC has developed structured guidelines to assist case management to document the impact of Pathways Initiatives in decision-making reports. Further, CSC will ensure the maximum use of Elder services, Pathways Initiatives, and Healing Lodges for those offenders for whom they are most appropriate.

Additionally, CSC is currently implementing several reintegration initiatives under federal Budget 2017 that will serve to strengthen its reintegration support for Indigenous men and women offenders as they transition from the institution to a life in the community. CSC will be providing contracts to urban Indigenous organizations and groups, who are able to provide trauma, addictions, and life skills counselling for Indigenous women offenders prior to, and upon release. Additionally, contracts are also available to remote and rural communities and organizations that are interested in supporting offender reintegration. These services will be offered at AICs as part of a coordinated case management approach to preparing Indigenous women for conditional release by their first parole eligibility date.

Finally, as part of the ongoing commitment to work in partnership with Indigenous Peoples and communities while ensuring that Indigenous offenders are provided with timely culturally appropriate treatment and rehabilitation opportunities, CSC is currently developing and will implement an Elder Program Orientation. The orientation will help to orient Elders in their roles in Aboriginal correctional programs and once finalized, the orientation will be co-delivered by an Elder and a CSC staff member.

Many culturally specific services and interventions are provided to Indigenous women to prepare them for a safe and timely release into the community. Recent CSC research studies have confirmed that both Elder services and the Aboriginal Women Offender Correctional Programs contribute significantly to reduced reoffending.

Indigenous Elders or Spiritual Advisors

57. That the Government of Canada ensure access to and support from Indigenous Elders is available for all Indigenous female offenders in the federal justice and correctional systems including after conditional release, and that Elders be given an enhanced role and/or participation surrounding parole hearings.

CSC contracts with over 140 First Nations, Métis and Inuit Elders to provide spiritual, ceremonial and counselling support and teachings to offenders wishing to engage in the Aboriginal Continuum of Care. Elder services are available in all institutions, and in addition to

institutional services, Elders may be engaged in Pathways Initiatives and Aboriginal Correctional Programs and are considered part of the case management team. They contribute to the case management process and through various traditional, cultural and spiritual interventions to assist offenders to address the issues in their Aboriginal Social History that have brought them in conflict with the law. These interventions assist in reducing the risk that an offender poses, and they contribute to offenders becoming law-abiding citizens.

Through funding provided in Budget 2017, CSC will focus on providing contracts to Indigenous organizations that deliver services that support the reintegration needs of Indigenous offenders – both men and women. Consultations with the National Aboriginal Advisory Committee, the National Elders Working Group, as well as Indigenous Elders and staff working within CSC have highlighted the need for interventions and services that will support offenders. These services will need to address the impacts of intergenerational trauma and addictions, and enhance life skills to better prepare them to contribute positively to their families and communities upon release. These services are needed both within institutions to support the transition to the community, as well as within communities to provide ongoing support to Indigenous offenders upon release. This will include assisting and linking offenders with appropriate community and addictions support.

PBC provides alternate models of conditional release hearings, specifically Elder-Assisted Hearings (EAHs) and Community-Assisted Hearings (CAHs), which are responsive to the unique cultural values and traditions of Indigenous Peoples. Elder-assisted hearings are available to offenders who are Indigenous or to those who have demonstrated a meaningful commitment to the Indigenous way of life. Throughout the orientation process, case preparation and pre-release activities, CSC staff ensures that offenders are made aware of culturally-responsive initiatives, including the availability of Elder-assisted parole hearings and the required process. Parole Officers, other members of the Case Management Team, Elders or other support persons, are available to assist offenders in completing the required paperwork to request an Elder-assisted parole hearing.

The role of the Elder at these hearings is to facilitate a circle that is inclusive and respectful to Indigenous traditions and to provide Board members with information about specific cultures and traditions of the Indigenous population the offender is affiliated with, and/or Indigenous cultures, experiences and traditions in general. If requested by the offender, the Elder will incorporate cultural protocols/ceremonies into the hearing (e.g., saying a prayer and facilitating a smudge ceremony) and be an active participants in the hearing. In addition, the Elder/Cultural Advisor may speak with the offender in their Indigenous language, to gain a better understanding of the offender, and to assist the Board members with gaining further information helpful to achieving a quality decision. This also allows the Elder to contribute to an Indigenous offender's understanding of the hearing proceedings through Indigenous languages when possible, thus enhancing the inclusiveness and quality of the hearing process.

58. That the Government of Canada, in partnership with Indigenous peoples and communities, evaluate and implement changes with the goal of improving the meaningful participation of Elders in programming for Indigenous female inmates.

The Evaluation Division of the CSC is currently undertaking an Evaluation of the Correctional Reintegration Programs, including those offered specifically to women offenders. Furthermore, an evaluation of Elder Services is planned to be conducted in 2022-23. It will examine Indigenous women offenders separately and will include questions to address the role of Elders in programming for Indigenous women offenders. It will also seek to collect information around possible ways or improving the meaningful participation of Elders in programming.

59. That the Government of Canada ensure Elders employed by Correctional Service Canada are recognized as such by Indigenous communities.

The process for identifying Elders continues to include recommendations and support from Indigenous communities. In 2017-18, based on guidance from CSC's National Aboriginal Advisory Committee and the National Elders' Working Group, CSC developed national contracting guidelines that engage the services of Elders in recommending other Elders for consideration which applies a more traditional and respectful approach.

Healing Lodges

60. That the Government of Canada provide employment programs to more Indigenous female offenders by creating partnerships with community organizations that provide employment services to Indigenous female offenders and by establishing employment centres in all healing lodges.

In 2017-18, CORCAN started implementation of the Indigenous Offender Employment Initiative in the Prairie Region, enhancing opportunities for Indigenous offenders at several sites, including all three CSC operated Healing Lodges in the Region. These sites provide increased employment training opportunities for offenders centered on the construction industry, skills and trades including carpentry, flooring, residential construction and renovations. CORCAN will expand this initiative to the Pacific and Ontario Regions by the end of 2019-20. As part of this initiative the employment supports available at all CSC operated Healing Lodges are enhanced.

As well, CORCAN is collaborating with Indigenous communities/organizations that are CCRA Section 81 agreement holders to increase employment and educational training for Indigenous offenders at Healing Lodges. In doing so, CORCAN is facilitating opportunities to provide additional access to training, services and resources related to employment and employability programs to support their reintegration.

Building on the existing skills development programs and initiatives for women offenders, CSC will continue to explore partnership opportunities to support Indigenous women offenders in accessing a broader continuum of employment and employability training and services

throughout their sentence. This will include partnerships and collaboration with other governmental departments, Aboriginal Skills and Employment Training Strategy (ASETS) Agreement holders and non-governmental organizations.

61. That the Government of Canada ensure access to healing lodges for Indigenous female offenders with a medium security classification.

In January 2018, CSC disseminated revised policies regarding initial Security level classification and penitentiary placement, security level reclassification, and pre- and post-release decision-making, including structured guidance for the consideration and documentation of Aboriginal social history. Recent staff training on how to consider the Aboriginal social history in CSC's case management decisions complements the use of security classification tools to identify Indigenous inmates who are eligible to serve their sentence in healing lodges and have access to culturally appropriate programming. CSC continues to monitor and assess the impact of Aboriginal social history training initiatives on case management decisions.

CSC is committed to expanding Section 81 capacity to better accommodate Indigenous women offenders at the medium and minimum security level. As part of its efforts in this regard, CSC continues to review the possibility of Section 81 agreements for women in the Prairies (Alberta, Saskatchewan and Manitoba), and reviews statements of interest from Indigenous communities from coast to coast to coast. As well, the capacity of the Buffalo Sage Wellness House was increased by 12 additional beds in 2017 in order to expand the culturally responsive environment and support the reintegration of Indigenous women offenders.

62. That the Government of Canada, in recognition of the fact that healing lodges operated by Indigenous communities do not receive as much support as healing lodges operated by Correctional Service Canada, ensure that equal funding be provided to community-operated healing lodges.

As a result of such factors as the location (urban, rural, or remote) or the specific infrastructure needs of Healing Lodges, it is not possible to fund all Healing Lodges equally. However, in 2017, a new funding formula was negotiated by CSC with agreement holders in order to better support operations and respond to the needs of Indigenous communities/organizations managing Healing Lodges. This new funding formula applies to all existing and new Section 81 agreements. It will provide access to funds and other administrative supports that will ensure the effective operations of all Healing Lodges, including adequately responding to the needs of Indigenous men and women offenders in their care and custody.

63. That the Government of Canada immediately "eliminate barriers to the creation of additional Aboriginal healing lodges within the federal correctional system," as directed by call to action #35 of the 2015 Report of the Truth and Reconciliation Commission of Canada, and address the lack of community-operated healing lodges under Section 81 of the Corrections and Conditional Release Act.

Through engagement with Indigenous communities/organizations and other stakeholders including the Office of the Correctional Investigator, the funding arrangement for Section 81 Healing Lodges was identified as a key barrier to the operations and sustainability of Section 81 Healing Lodges. In 2017, a new funding formula was negotiated by CSC with agreement holders in order to better support operations and respond to the needs of Indigenous communities and organizations managing Healing Lodges. This new funding formula applies to all existing and new Section 81 agreements. It will provide access to funds and other administrative supports that will ensure the effective operations of all Healing Lodges, including adequately responding to the needs of Indigenous men and women offenders in their care and custody. In September 2017, building on the partnership with Indigenous Peoples, the Minister of Public Safety and Emergency Preparedness and the First Nation community of Wasekun renewed an existing Section 81 agreement for the Wasekun Healing Centre so that operations will continue for another five years.

In addition, In March 2018, the Minister renewed two existing Section 81 agreements. The first agreement was with the First Nation community of Crane River for the O-Chi-Chak-Ko-Sipi Spiritual Healing Lodge and increased capacity by four additional beds. The second agreement was with the Native Counselling Services of Alberta (NCSA) on behalf of the Stan Daniels Healing Centre and the Buffalo Sage Wellness House. CSC has increased the capacity of the Buffalo Sage Wellness House by 12 additional beds in order to expand the culturally responsive environment and support the reintegration of Indigenous women offenders.

CSC continues to enhance partnerships to create more opportunities for the participation of Indigenous communities in the management of Indigenous offenders. This includes the engagement and collaboration between the CSC and Indigenous communities on Section 81 agreements under the CCRA for Healing Lodges.

64. That the Government of Canada, in consultation with Indigenous peoples and communities, create and provide adequate funding for healing lodges operated by Correctional Service Canada and communities and to other culturally appropriate programming for Indigenous female offenders in urban communities.

65. That the Government of Canada, in consultation with Indigenous peoples and communities, increase the number of and provide adequate resources for agreements concluded with Indigenous communities under Section 84 of the Corrections and Conditional Release Act.

66. That the Government of Canada, in consultation with Indigenous peoples and communities, provide additional resources to Correctional Service Canada and Indigenous communities to increase the use of Sections 29, 81 and 84 of the Corrections and Conditional Release Act.

The Government agrees with the Committee's recognition that increasing community capacity to support the planning and release of Indigenous offenders is critical to the achievement of

correctional results for Indigenous offenders. Through Budget 2017, both Public Safety Canada and CSC received funds to support these efforts.

Public Safety Canada's Indigenous Community Corrections Initiative will administer \$10 million over five years to fund community-based, culturally-relevant projects to provide alternatives to incarceration and reintegration support for Indigenous offenders. CSC has increased its complement of Community Development Officers (ACDOs) and Aboriginal Community Liaison Officers (ACLOs) by 50%, to enhance the role of Indigenous communities in the reintegration of Indigenous offenders.

CSC has also streamlined existing resources and services for the creation of seven Aboriginal Interventions Centres (AICs) for male offenders as well as five for women offenders which integrate the intake assessment process, programs and interventions, and focus on preparation for release at the earliest parole eligibility date.

In addition, in order for Indigenous offenders to have increased options to return closer to their home communities, funding was provided to allow CSC to contract with First Nations and Indigenous organizations to provide community reintegration support to offenders upon release, including Section 84 release planning. This includes linking offenders with appropriate program support in their home communities.

Access to Training, Education and Work Release for Inmates

67. That the Government of Canada provide the same level of access to employment skills training and educational opportunities for all incarcerated Indigenous women as other inmates.

68. That the Government of Canada explore options to provide and enhance employment skills training and educational opportunities for all classifications of incarcerated Indigenous women, including in maximum- and medium-security facilities.

69. That the Government of Canada conduct an analysis of the employment skills training provided to incarcerated Indigenous women to ensure the opportunities provide, to the best extent possible, marketable labour skills and experience.

70. That the Government of Canada immediately review employment skills training in women's correctional facilities to more accurately reflect market conditions and opportunities for well-paying employment upon release, which may include a gender-based analysis plus on their CORCAN job training programming.

Based on CSC's policy on Education Programs and Services for Inmates, all offenders including Indigenous women will have education identified as a need in their Correctional Plan, unless formal recognition showing completion of grade 12 (or the provincial equivalent) is available.

Adult Basic Education programming (i.e., grades 1 to 12 or its equivalent) is CSC's education priority and is available at all institutions on a continuous intake basis, including in maximum and medium security institutions. Offenders who are unable to participate in education programming in a traditional classroom environment can still upgrade their education through non-traditional studies (e.g. cell studies).

CSC recognizes the importance of expanding a range of employment opportunities for Indigenous women offenders who are classified at medium and maximum security. In 2017-18, the current employment skills training opportunities were reviewed and CORCAN, in collaboration with the women offender institutions, identified opportunities for additional employment and employability skills training at women offender sites to be implemented in 2018-19. This will take into consideration what employment interventions are appropriate in consideration of other correctional plan activities within the overall continuum of their sentence and diversify the types of opportunities.

As part of its ongoing review of employment interventions available to women offenders, CSC's CORCAN uses a Gender-Based Analysis Plus framework when considering on-the-job and vocational training offered to women offenders. This includes consideration of labour market gaps, industry needs, and the offenders' skills and interests. In 2017-2018 there was an increase in on-the-job and vocational training at two women offender institutions specifically in the areas of construction and maintenance-related training such as flooring, painting, and chainsaw safety.

CSC will continue to enhance these non-traditional skills training areas and create these opportunities at all women's institutions by the end of 2018-19. In addition, warehousing, inventory management and electronic component assembly are other areas of skill training planned for women offenders in the upcoming year. CSC continues to focus on diversifying the range and scope of training opportunities. CSC also continues to seek partnerships with organizations and educational facilities that provide specific gender and culturally informed employment and employability programs.

Through ongoing feedback from the women offenders, as well as internal and external stakeholders, CSC continues to review and diversify the provision of employment skills training for women offenders. Provision of types of employment skills training will be determined taking into consideration the site capacity, the offender's needs, sentence length, release dates, and interests. For example, this will include the implementation of additional construction related training opportunities for Indigenous women offenders.

Building on the existing skills development programs and initiatives for women offenders, CSC will leverage its partnerships with federal, provincial/territorial and municipal partners, educational facilities, specialized community organizations (for example Aboriginal Skills and Employment Training Strategy Agreement holders) and Indigenous organizations to support opportunities to facilitate the acquisition of vocational training and certification, and soft skills training with consideration to labour market trends in improve the transition to the community.

71. That the Government of Canada streamline the work release process in order to make it easier and timely for employers to hire Indigenous female offenders who qualify for the work release process.

In December 2017, CSC completed a review of the Work Release Program which identified the need to streamline the approval process for work releases whereby the institutional head no longer has to consult with the Regional Deputy Commissioner on specific cases (such as where offenders are serving life sentences and when the unescorted temporary absence authority is under the PBC).

Mental Health and Other Health Services

72. That the Government of Canada provide funding for a study to examine adverse childhood experiences and past-trauma among incarcerated Indigenous people in Canada, including a gender-based analysis.

CSC is working with Public Safety Canada and other criminal justice partners to explore options for research on the impacts of adverse childhood experiences and trauma among the incarcerated Indigenous federal offenders incorporating Gender-Based Analysis Plus considerations.

73. That the Government of Canada provide additional resources to properly evaluate all Indigenous female offenders upon entry to a federal correctional facility for mental illness, trauma, and disabilities, to assign the appropriate care for treatment and rehabilitation.

Budget 2017 allocated \$57.8 million and \$13.6 million ongoing to expand CSC's capacity to address mental health needs for inmates in federal correctional institutions and improve conditions of confinement in administrative segregation. Budget 2018 invested an additional \$20.4 million over five years and \$5.6 million per year ongoing to further support the mental health needs of federal inmates.

CSC has also developed a responsivity tool kit for its staff that contains information on the needs of offenders with mental health considerations. This tool kit provides information and best practices to assist program facilitators in implementing specific strategies for offenders with mental health issues. It includes specific information for offenders with intellectual, learning and physical disabilities, FASD, Attention Deficit Disorder, and other needs.

74. That the Government of Canada examine its existing health data collection system for incarcerated Indigenous women in federal correctional institutions, and address any shortcomings in data collection, particularly for mental health problems and illnesses, fetal alcohol spectrum disorder, and cognitive impairments.

CSC will also continue to work on enhancing its ability to report on the mental health of offenders, including Indigenous women. The implementation of electronic medical records and future work focused on outcomes such as length of stay in treatment, changes in level of need during treatment, and wait times for care, will further support data collection leading to improved policies and practices enabling better outcomes for offenders.

75. That the Government of Canada increase access to healthcare for incarcerated Indigenous women so that healthcare be accessible 24 hours a day, 7 days a week, in federal correctional institutions, with specific consideration given to increasing mental health supports, including a greater number of mental health beds, and access to psychiatrists.

As a result of investments in mental health care for incarcerated women through Budgets 2017 (\$1.14 million) and 2018 (\$11.1 million over 5 years and \$3.69 million ongoing), CSC has increased its capacity to provide both hospital and intermediate mental health care for women offenders.

As specified by the CCRA, the mandate of health services in CSC is to provide every inmate with essential health care and reasonable access to non-essential mental health care that will contribute to the inmate's rehabilitation and successful reintegration into the community.

With respect to care and treatment of inmates with acute and chronic conditions, ambulatory health services are provided in individual institutions and 24-hour inpatient medical care is provided in Regional Hospitals. In addition, inpatient psychiatric services are provided in five Regional Treatment/Psychiatric Centres across Canada. In those instances where the complexity of the medical presentation is beyond the capacity of CSC's internal health care resources, CSC utilizes community services such as specialty clinics and hospitals.

Correctional Officers are trained in CPR, are available to respond to emergencies after hours, and can access community emergency services (paramedic, community Hospital Emergency) after hours.

76. That the Government of Canada develop and implement culturally appropriate and gender-specific substance abuse programs, as well as harm reduction services for Indigenous female inmates who are drug users, in federal correctional facilities.

77. That the Government of Canada "[e]xpand care, treatment and support services to women in detention living with or vulnerable to HIV/AIDS, including by implementing prison-based needle and syringe programmes, opioid substitution therapy, condoms and other safer sex supplies," as called for in 2016 by the United Nations Committee on the Elimination of Discrimination against Women in its Concluding observations on the combined eighth and ninth periodic reports of Canada.

CSC ensures that substance abuse and harm reduction supports are provided to Indigenous women in institutions. CSC implemented a comprehensive model of women offender

correctional programming in 2010. This model includes the Women Offender Correctional Programs (WOCP), also known as the Continuum of Care, and the Aboriginal Women Offender Correctional Programs (AWOCP), also known as the Circle of Care. AWOCP responds to Indigenous women's unique, culturally-related needs. This model was designed to strike a balance between a healing and a skills-based approach. All of the programs in the AWOCP are Elder-assisted. These programs include measures to address substance abuse and help participants understand how their behaviour can affect different situations and relationships. With the assistance of Elders, participants develop healing plans that include strategies to cope with everyday life. The goal is to help them learn the skills they need to live a balanced and crime-free life after release. Indigenous Peer Educator support programs are also in place. WOCP/AWOCP follows an integrated approach to simultaneously address multiple targets within a single holistic program model. Both the Continuum and Circle of Care include an engagement, moderate intensity, high intensity, and a self-management (maintenance) program. These programs are offered within a women-centered perspective. This ensures that women's social realities and the context of their lives are recognized. They are all trauma-informed, and include content on substance abuse, violence and victimization.

In addition, CSC also provides opiate substitution therapy (Methadone/Suboxone) to inmates with an opioid addiction, regardless of whether or not they had an existing prescription when they came under federal jurisdiction. Since October 2016, the number of inmates on opioid use disorder treatments in federal correction facilities has increased from 868 to 1088 (an increase of 25%). Upon release, offenders who require continuation of Methadone/Suboxone are referred to specialists in the community and provided medication to support the continuity of health care services during this transition. Participation in the program is voluntary.

In June 2018, the Prison Needle Exchange Program (PNEP) was implemented in two CSC institutions. The program will be gradually rolled out at other institutions starting in January 2019. The PNEP compliments CSC's suite of harm reduction measures to help reduce the transmission of blood-borne infectious diseases, such as HIV/AIDS and Hepatitis C (HCV), in federal institutions. Other harm reduction initiatives CSC has implemented include promoting knowledge and awareness of infectious disease transmission, offering screening and testing for inmates throughout incarceration, and providing access to treatment for HIV/AIDS and HCV. Preventative measures, such as bleach and condoms, are also made available.

Consistent with recommendations from the United Nations Office on Drugs and Crime on HIV prevention and care in prisons (UNODC, 2013), CSC has a comprehensive and forward looking approach to address the management and prevention of bloodborne and sexually transmitted infections for inmates, including Indigenous women. Services available within CSC include screening and testing, HIV, HCV and LTBI treatment, health promotion and peer support programs, access to condoms, opiate substitution therapy, prison needle exchange program and pre-exposure prophylaxis for HIV. With regards to the UNAIDS global HIV eradication targets of "90-90-90" (90% of those with HIV know their status; 90 are on Highly Active Antiretroviral Therapy (HAART); and 90% have viral suppression), as of April 2017, CSC has

surpassed the targets at 96% with an HIV test at admission, 94% on HAART, and 91% with viral suppression.

Offenders in institutions and in communities also have access to Alcoholic Anonymous/Narcotics Anonymous group meetings. Some research studies suggest that involvement in support groups can be helpful in maintaining participants' abstinence, sobriety and positive behavioral changes.

78. That the Government of Canada enter, as soon as possible, into Memorandums of Understanding with provincial and territorial mental health facilities to ensure that if Indigenous female offenders need mental health care they can access that care in their province or territory of incarceration.

CSC recognizes the need to provide essential mental health services to women offenders and is committed to working with community partners to provide that care. CSC will continue to engage local community psychiatric hospitals in order to improve access to intensive in-patient care close to the women offenders' home communities.

79. That the Government of Canada immediately prohibit the transfer of federally incarcerated women in need of mental health care to all-male treatment centres, and ensure that federally incarcerated women are transferred to treatment centres that serve women or, preferably, "to a local external community psychiatric hospital as required," as called for by the 2016-2017 Annual Report of the Office of the Correctional Investigator.

As a result of investments in mental health care for incarcerated women through Budgets 2017 (\$1.14 million) and 2018 (\$20.4 million over 5 years and \$5.6 million ongoing), CSC has increased its capacity to provide both hospital and intermediate mental health care for Indigenous women offenders. CSC recognizes the need to provide essential mental health services to Indigenous women offenders and is committed to working with community partners to provide that care.

CSC will continue to engage local community psychiatric hospitals in order to improve access to intensive in-patient care close to the Indigenous women offenders' home communities. Further, to ensure Indigenous women are provided care in the most therapeutic environment possible, future transfer policy revisions will require that the Women Offender Sector be consulted for all transfers involving a female inmate.

80. That the Government of Canada immediately provide funding for the diagnoses and treatment of fetal alcohol syndrome disorder upon arrival of Indigenous female offenders in federal correctional facilities and during their incarceration.

81. That the Government of Canada, in collaboration with provinces and territories and working in partnership with Indigenous peoples and communities, "recognize as a high priority the need to address and prevent Fetal Alcohol Spectrum Disorder (FASD), and to

develop, in collaboration with Aboriginal people, and increase funding for FASD preventive programs that can be delivered in a culturally appropriate manner,” as directed by call to action #33 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

82. That the Government of Canada, in partnership with Indigenous peoples and communities, “undertake reforms to the criminal justice system to better address the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD), including: i. providing increased community resources and powers for courts to ensure that FASD is properly diagnosed, and that appropriate community supports are in place for those with FASD; ii. enacting statutory exemptions from mandatory minimum sentences of imprisonment for offenders affected by FASD; iii. providing community, correctional, and parole resources to maximize the ability of people with FASD to live in the community; iv. adopting appropriate evaluation mechanisms to measure the effectiveness of such programs and ensure community safety,” as directed by call to action #34 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

Prior to 2017, the Government of Canada invested \$14.2 million annually through the FASD Program to support First Nations and Inuit communities to prevent FASD births and improve the quality of life of those affected by the disorder. Budget 2017 earmarked an additional \$3.7 million ongoing to expand FASD mentoring and coordination components in communities to improve early identification/diagnosis, public awareness and education, research and capacity development, and surveillance.

As well, the Government supports Bill C-375, which proposes requirements that pre-sentence reports contain relevant mental health information about an offender and would include FASD. In addition, Bill C-75 would require that particular consideration be given to the unique circumstances of members of vulnerable populations when imposing bail conditions.

Given the high rates of FASD and other mental health needs in the offender population, CSC offers all inmates mental health screening at intake, as described in response to Recommendation 73. This screening includes scales that identify symptoms typically associated with FASD, including an IQ estimate and attention-related issues. For offenders identified with FASD or suspected FASD, CSC offers adapted correctional programming. These programs are delivered at a slower pace and with adapted material and more repetition and opportunities to practice new skills. These programs are also designed to be delivered to smaller groups which facilitate more individualized support for the participants.

In addition to screening for symptoms typically associated with FASD, CSC also launched a pilot project for both men and women in February 2018 at the Regional Psychiatric Center (RPC) to develop diagnostic processes and support services for this population. The diagnostic team identifies offenders with FASD and determines effective interventions to facilitate their safe transition to the community. Working with key stakeholders (CSC, mental health services, community organizations and Indigenous), it is anticipated that the team will be able to diagnose between 15-35 offenders annually. The pilot project will be evaluated with the goal of implementing these interventions in other CSC institutions.

CSC's responsivity tool kit includes specific information for offenders with intellectual, learning and physical disabilities, FASD, Attention Deficit Disorder, and other needs.

Correctional Service Canada Employees and the Workplace

83. That the Government of Canada increase funding to Correctional Service Canada to ensure effective program delivery as well as ensure that Correctional Service Canada staff have the time required to work with offenders to ensure their successful reintegration upon release.

CSC is currently reviewing the Resourcing Indicators for both Correctional and Aboriginal Correctional Program Officers to ensure adequate and equitable budget allocations per region. In fiscal year 2018-2019, the start of this review was postponed owing to significant changes to correctional programming (e.g. the national implementation of the Integrated Correctional Program Model).

84. That the Government of Canada, in consultation with relevant unions and employees, develop and implement a strategy to improve the working conditions and the mental health of Correctional Service Canada employees.

With the existing wellness and wellbeing initiatives highlighted in this response, which involve management, staff and unions, CSC is confident that all efforts are being made, on a daily basis, to improve the working conditions and the mental health of CSC employees.

CSC is in the process of developing a comprehensive Mental Health Strategy in 2018-2019. A National Working Group on Workplace Mental Health was created to enhance, integrate and align existing initiatives and programs into a broad framework as required by the Federal Public Service Workplace Mental Health Strategy. This approach was also recommended by the Mental Health Commission of Canada's National Standard of Canada for Psychological Health and Safety in the Workplace.

Furthermore, a Steering Committee for Workplace Mental Health Injuries was created in May 2015 to strengthen and sustain staff mental readiness through increased capacity, training, support and resiliency. The Steering Committee is led by the CSC Commissioner, along with several CSC employees, management and union representatives. This unique committee make-up allows for robust consultation on initiatives to address workplace mental health injuries and to engage the workforce in the development of programs and policies reflecting their mental health needs. Having a diverse committee make-up also enables communication of information about mental health injuries to all CSC staff through multiple channels: through management, by peers, and through regular union correspondence.

The initiatives stemming from the Steering Committee include:

- The development of a pilot for a peer support program focused on peers who have lived or have connected experiences.
- A focus group to explore the feasibility of providing Road to Mental Readiness (R2MR) training sessions to family members.
- A soft launch of a Mental Health App in March 2018 with the full release expected in 2018-2019.
- The development of training relative to mental health (AM Strength) for staff will be introduced first into the Correctional Training Program in 2018-2019 and will be adapted for other induction trainings as well as current staff who took the R2MR training.

CSC has also established the National Employee Assistance Program (EAP) Advisory Committee to oversee the departmental Program, and provide advice to CSC senior management regarding the management of the Program. The Committee provides advice and guidance to the CSC Executive Committee and includes representatives drawn from management, unions, and external consultants which endorse the EAP and the Critical Incident Stress Management Programs.

Through Health Canada's Employee Assistance Services, CSC was part of the LifeSpeak pilot, which is a digital platform available on Internet offering short training videos and tip sheets on many topics such as anxiety, nutrition, addictions or relationships to employees and their family members. CSC has continued its partnership with LifeSpeak for 2018-2019.

Finally, in March 2018, the Respectful Workplace Campaign was launched in order provide CSC staff with relevant information, tools and resources to help them contribute positively to their work environment.

85. That the Government of Canada require Correctional Service Canada to provide its staff with enhanced guidance and training on how the colonial impact on Indigenous history and culture should be considered in case management decisions and that this training be created in partnership with Indigenous peoples and organizations.

CSC includes content specific to working with Indigenous Peoples in its three core orientation trainings and senior management orientation training, as well as in training specific to working in Women's Institutions and with victims. Content in the CSC trainings is designed to support its operations and foster greater sensitivity to and respect for Indigenous culture and tradition. As such, the content are selected for relevance to the target audience, and may include: an introduction to Aboriginal peoples and the criminal justice system, relevant laws and policies, incorporating an offender's Aboriginal Social History in decision-making processes; CSC Indigenous programs, the rights of an Indigenous offender, Indigenous spiritual and ceremonial practices, components of healing, family violence and the family system, the Management Framework for Aboriginal Affairs in the government, and CSC strategic plans.

CSC is currently delivering the *Diversity and Cultural Competency Training (DCCT)*, a mandatory training for all employees. *DCCT* includes content specific to establishing a foundation of one's

own identity, potential biases and prejudices, increased awareness of the history of Indigenous Peoples in Canada, required approaches and interventions as outlined in law and policy, increased awareness of Aboriginal Social History, spiritual and ceremonial practices, and effective ways to work with Aboriginal offenders. A combination of online and in-class training, including use of scenarios, is also being provided to staff to increase their knowledge, skills and abilities specific to working effectively and appropriately with diversity and cultural competency. Training content is developed either by or in consultation with the Aboriginal Initiatives Directorate (AID), which works and consults with Indigenous Elders, the National Aboriginal Advisory Committee, and the National Elders Working Group. Since the launch of the DCCT in 2016, 6,560 CSC employees have completed the online portion and 4,178 have completed the in-class portion.

PBC *Indigenous Cultural Competency Session* was delivered to all its staff in 2017-18. These sessions included contributions from various regional PBC Elders who offered the staff an opportunity to increase their knowledge of the history of Indigenous Peoples, the ongoing impact of intergenerational trauma and the challenges faced by Indigenous Peoples in Canada's justice system. In addition to the national training there were several training sessions delivered within the region:

- Quebec: Aboriginal Social History Training and Regional Cultural Awareness training
- Atlantic: Sweat lodge ceremony/teachings with the Elder
- Ontario: Teachings of the Medicine wheel

CSC offers training that provides Parole Officers with an understanding and application of Aboriginal Social History in managing correctional plans, supervision, release planning within Indigenous communities, and the role of Elders. In 2017-2018, the training on Parole Officer Continuous Development included a specific focus on Indigenous offenders, and was delivered in collaboration with Elders and community staff who have a significant understanding of Aboriginal issues.

Diversity in Hiring

86. That the Government of Canada, in order to increase the number of Indigenous staff that work as Royal Canadian Mounted Police officers, correctional officers, and parole officers, visit Indigenous communities.

As Canada's national police service, it is important that the RCMP is a leader in employment equity hiring and that its police officers reflect the communities it serves. Diversity in our workforce provides us with an enhanced understanding of cultural issues and helps us to work even closer within the communities we serve.

The RCMP's National Recruiting Program has Proactive Recruiters in each Division, including indigenous communities.

The RCMP also utilizes a marketing/advertising strategy that is general in nature. The target audience is adults aged between 18 and 35. The theory is that this demographic will reach the largest audience and capture the diverse nature of Canadian society. The current RCMP advertising campaign in support of police officer recruitment features diverse men and women in various policing specializations. The advertisements were pre-tested with a target audience of women, visible minorities and Indigenous Peoples.

The RCMP measures diversity in its workforce in a number of ways including voluntary employee self-identification, systems review and workforce analyses (to track trends), as well as through statistical reports on employee representation.

CSC's recruitment team is comprised of at least one Indigenous recruitment officer who liaises with Indigenous communities and provides guidance and assistance on current and future job opportunities. Targeted recruitment occurs in these communities and outreach events are also offered continually. The CSC Recruitment team continues to work closely with partners in Aboriginal Initiatives Directorate to develop specific outreach activities with Aboriginal communities. Employment equity is leveraged at the time of candidate selection to ensure representativeness within CSC.

CSC will explore the development of a Parole Officer (PO) Recruitment Advisory Committee with a mandate that includes continuous improvement for the PO program, as well as the recruitment of Indigenous staff. CSC is actively engaging Aboriginal communities to recruit employees, and continually reviews all processes – including recruitment – to identify efficiencies, ensure effectiveness and streamline where possible.

87. That the Government of Canada allocate grants for new Indigenous correctional officers to cover the potential loss of income associated with Correctional Service Canada's lengthy training process.

During the 19-21 weeks of Correctional Training Program, candidates are not provided with salary or allowance; however travel and meal allowances may be available during the in-class portion depending on location of residence. Also, there is no tuition fee or costs related to learning material.

Indigenous candidates may be eligible for an allowance to support their training through the applicant's local Aboriginal Skills and Employment Training Strategy agreement holder. These organizations, through Employment and Social Development Canada, deliver Indigenous labour market programming such as skills development, job search assistance, access to child care etc.

The Importance of Relationships with Family for Indigenous Female Offenders

88. That the Government of Canada improve the Mother-Child Program operated by Correctional Service Canada to increase Indigenous women's access to their children while

incarcerated, including allowing Indigenous children to remain with their mothers where feasible.

CSC recognizes the importance of fostering the bond between mothers and children to minimize the negative effects of incarceration on children, as well as the positive influence children can have on a mother's motivation to succeed upon returning to the community.

Women inmates, including Indigenous women, can apply to participate in the Institutional Mother-Child Program, which is comprised of residential and non-residential components. The residential component allows mothers to reside with their children in the institution based on an assessment process. Non-residential measures are to develop and/or maintain the mother-child bond and can include escorted/unescorted temporary absences for family contact/parental responsibilities, private family visits, recording of stories, drumming, singing, pumping and storing of breast milk and video visitation. Indigenous women at Buffalo Sage Wellness House (a Section 81 Healing Lodge) can also apply to live with their child while CSC continues to explore additional capacity for Indigenous women in other Section 81 locations.

Parole, Reintegration and Healing

89. That the Government of Canada provide professional and community-based training to parole officers, and simplify the hiring process for parole officers to increase the number of Indigenous staff.

CSC continues to offer professional training that provides Parole Officers with an understanding of Aboriginal Social History, release planning within Indigenous communities, and the role of Elders. Training content is developed in consultation with Indigenous Elders, the National Aboriginal Advisory Committee, and the National Elders Working Group. In 2017-2018, the training for Parole Officers included a specific focus on Indigenous offenders, and was delivered in collaboration with Elders and community staff who have a significant understanding of Aboriginal issues.

CSC regularly reviews the curriculum of Parole Officer training to ensure that Indigenous-related specifics are included and that community representatives participate, including Elders. CSC recruitment is committed to diversity and being representative of all Canadians. It actively engages Indigenous communities to recruit employees through an Aboriginal Recruitment Officer position to liaise with Indigenous communities and provide guidance and assistance with current and future job opportunities.

CSC continually reviews all hiring processes and recruitment efforts to enhance outreach to Indigenous communities, identify efficiencies, ensure fair and sensitive assessment practices and streamline assessment processes where possible. CSC will explore the development of a Parole Officer Recruitment Advisory Committee with a mandate that includes continuous improvement for the Parole Officer program, as well as the recruitment of Indigenous staff.

90. That the Government of Canada enact legislation reinstating the accelerated parole review process under the Corrections and Conditional Release Act.

The Government of Canada is committed to evidence based reforms to the federal correctional system, including any legislative reviews of the CCRA.

Public Safety Canada is working in collaboration with Justice Canada and PBC to conduct a review of the changes made to our criminal justice system over the past decade which will assess the changes to ensure that the Government is increasing the safety of our communities, getting value for money, addressing gaps. This will confirm whether current provisions are aligned with the objectives of the criminal justice system. It will also include a review of changes made to conditional release and accelerated parole review.

Public Safety Canada will continue to work with its federal partners to review approaches that support the safe and successful reintegration of federal inmates into the community, including examining appropriate conditional release practices and policies for low-risk and vulnerable offenders.

Justice Canada is conducting a review of the changes in the criminal justice system and sentencing reforms over the past decade, with a mandate to assess those changes and ensure that current provisions are aligned with the objectives of the criminal justice system.

91. That the Government of Canada fill, as soon as possible, all vacancies on the Parole Board of Canada.

In accordance with Section 103 of the CCRA, PBC consists of not more than 60 full-time members and a number of part-time members appointed by the Governor in Council, on the recommendation of the Minister. A major renewal of Board members is underway, and since April 1, 2017, 42 Board members have been newly appointed (21 full-time and 21 part-time), and 15 Board members have been reappointed (6 full-time and 9 part-time). As of July 16, 2018, there are 73 Board members (43 full-time and 30 part-time).

PBC is committed to the representation of Indigenous Peoples as well as other employment equity groups to ensure representativeness of the Canadian population, and has identified the recruitment of Indigenous Board members as a priority.

92. That the Government of Canada provide increased funding for community-based residential facilities operated by Correctional Service Canada or owned by non-governmental agencies who signed contracts with Correctional Service Canada, in particular for private home placements, which provide offenders with services and supports in a home environment.

Between 2014-15 and 2017-18, an analysis of the capacity of the community-based residential facilities (CBRFs) operated by CSC reveals that, in general, the usage is below the capacity. For

the CBRFs owned by non-governmental agencies, the number of beds available in contracted facilities has increased by 8.3% (n=201). For example, the Ontario and Quebec regions increased their capacity by approximately 70 beds each in the last four years. CSC continues to seek and develop new partnerships and expand existing ones to ensure that it can provide a variety of community accommodation options for offenders. With regards to new proposals, all regions have expansions currently underway, but they are mostly found in the Ontario, Prairies and Pacific regions.

93. That the Government of Canada make legislative changes to the Corrections and Conditional Release Act to limit the use of videoconferences, unless absolutely necessary, for Parole Board of Canada hearings, while continuing to allow victims of crime to appear by videoconference.

PBC is currently undertaking internal reviews with regard to the use of videoconferencing and the needs of women offenders as it relates to the conditional release process. Recognizing that in-person hearings are the preferred approach and that women may have specific needs in the hearing process, PBC is reviewing current practices and procedures as well as the work of other jurisdictions to develop practical options in relation to videoconferencing.

94. That the Government of Canada provide, immediately and on an ongoing basis, funding for the development and implementation of culturally appropriate parole programs and services for Indigenous female offenders, including culturally appropriate programs and services in halfway houses, as directed by call to action #37 of the 2015 Report of the Truth and Reconciliation Commission of Canada.

Through Budget 2017 investments, CSC has strengthened its support for offenders in the community through the Aboriginal Community Liaison Officers in urban centres as resources with halfway houses to connect Indigenous men and women offenders to culturally responsive services in the community. Aboriginal Community Liaison Officers mobilize and partner with Indigenous community agencies to provide "wrap-around" services, like access to Indigenous community services that are critical to offender release, for Indigenous offenders just before and upon release including at halfway houses.

More information on the availability of culturally appropriate programming within institutions is contained in the response to Recommendations 52-56.

Reintegration of Indigenous Female Offenders into their Communities

95. That the Government of Canada provide additional resources for community organizations that provide culturally appropriate support services and assist Indigenous peoples reintegration and healing.

As referenced in the Government's response to Recommendation five, nine, and 40, there are a number of federal initiatives being implemented by Justice Canada (the Indigenous Justice

Program and the Indigenous Courtwork Program) and Public Safety Canada (the Indigenous Community Corrections Initiative) that work to improve the reintegration of offenders back into their communities.

96. That the Government of Canada work with its provincial and territorial counterparts to ensure that Indigenous female offenders receive provincial identification (e.g., health cards, photo ID, driver's licence) immediately upon release.

CSC has taken various steps to assist offenders in obtaining personal identification documents (ID) prior to release, including their birth certificate, health card, Social Insurance Number, Permanent Residency Card and Status Card. CSC has been working closely with provincial/territorial jurisdictions to obtain their support in establishing a process at all remand centres that will track and store offender ID during remand and transfer to CSC custody. CSC continues to work collaboratively with various stakeholders to prepare offenders for their release into the community with the proper identification, including the following regional initiatives:

- Memorandum of Understanding (MOU) between CSC and Employment and Social Development Canada /Service Canada for the provision of outreach services to CSC offenders in seven Ontario Region federal penitentiaries to help them obtain ID.
- New partnerships between the Prairie Region and Indigenous Services Canada (ISC), through which ISC staff visit various sites in the Prairies to assist offenders in applying for their Status Card. ISC has recently confirmed that they will accept the CSC offender identity card as a valid piece of identification when applying for a Status Card nationally.