

The background of the slide features several stylized, grey pine needles or branches. These elements are scattered across the white background, with some appearing behind the red content box and others in the open white space. The lines are thin and parallel, creating a textured, organic feel.

Anishinabek Nation

Murdered and Missing Indigenous Women,
Girls, Trans and Two Spirited
Five-Year Action Plan

Harmony Redsky

Roots and Rights Media

Anishinabek Kwe in the Anishinabek Nation

The Anishinabek Nation established the Union of Ontario Indians (UOI) as its secretariat in 1949. The Anishinabek Nation is a political advocate for 39 member First Nations across Ontario. A third of the elected leadership in the Anishinabek Nation are women chiefs. The Anishinabek Nation is the oldest political organization in Ontario and can trace its roots back to the Confederacy of Three Fires, which existed long before European contact. The Anishinabek Nation's head office is located in Nipissing First Nation and has offices in Fort William, Curve Lake and Munsee Delaware. The Anishinabek Nation territory includes Golden Lake in the east, Sarnia in the south, Thunder Bay and Lake Nipigon in the north. The combined population is 65,000 citizens, one third of the province of Ontario's First Nation population. The Anishinabek Nation has four strategic regional areas: Southwest, Southeast, Lake Huron and Northern Superior.

More generally, Ontario holds the largest population of Indigenous people, who make up 2.8% of the population. 23% of the population live on 133 reserves spread throughout southern, central and northern Ontario. The Indigenous Population: 374,395 has increased by 54% since 2011. 63.2% are First Nations, 32.2% are Métis and 1.0% are Inuit. The breakdown of Indigenous population in urban centres includes: Toronto- 46,315, Ottawa- Gatineau- 38,115, Sudbury- 15,695, Thunder Bay- 15,075, Hamilton- 14,445 and London- 12,070. The largest number of Indigenous women live in Ontario. In 2006, there were 124,900 Indigenous women and girls in Ontario. That year, 21% of all Indigenous females lived in Ontario.



A large number of Anishinabek Kwe Wuk from the Anishinabek Nation have excelled in a variety of disciplines and sectors, this includes filmmakers, doctors, lawyers, entrepreneurs, traditional knowledge keepers, language speakers, writers and musicians. Anishinabek Kwe Wuk are foundational in community structures and systems of governance, administration and family well-being. In a majority of the Anishinabek communities, the councils and management positions are largely held by women. Women's teachings, ceremonies and customs are practiced in community, this includes more recognizable teachings including the berry fast teachings, full moon ceremonies, water ceremonies and birthing teachings. The practice of midwifery is returning to Anishinabek communities, as it was once common practice that the Anishinabek Kwe were midwives. More recently, the water teachings have made a resurgence in Anishinabek communities, this can be attributed to the work of Former Water Commissioner Josephine Mandamin who walked over 17,000 kilometres to raise awareness about water rights and climate change.

The Anishinabek Nation has many accomplished Two-Spirited members who are leading in a variety of sectors including: leadership, governance, filmmaking, business, art and other sectors often in urban centres. The recognition and acknowledgement of Two-Spirited members in the Anishinabek Nations is in its infancy as communities move to expand their knowledge and understanding and are starting to promote acceptance and create new and safe space for Two-Spirited and trans members. The struggle to live and work in community is still very real, where acceptance, trust and personal safety for Two-Spirited and Trans community members has been painful, difficult and challenging, and in the worst case has resulted in suicide.

There have been murdered and missing women, girls, trans and Two-Spirited members from Anishinabek communities dating back to the early days of colonization. As the roads and railways were built and traditional lands were encroached upon, Anishinabek women from within Anishinabek territories have experienced the dominant force of sexual violence, oppression and genocide. Many Anishinabek communities have not yet realized how far back these issues existed in community, or the truths that have remained untold in families that have survived. The issue of Murdered and Missing Indigenous Women, Girls, Trans and Two-Spirited people is one that affects each Anishinabek community and communities are in a time of building resiliency, capacity and protection mechanisms to support Anishinabek women, girls, trans and Two-Spirited to be safe in community and in urban centres where they may work, attend school or live.

The Anishinabe Kwe Wuk Advisory Council Terms of Reference

Mission:

Ngo Dwe Waangizid Anishinaabe

“All of our tribes in our Nations”

(Preamble to the Anishinabek Nation Constitution – Proclaimed June 6, 2012)

Debenjiged gii’saan anishinaaben akiing giibi dgwon gaadeni mnidoo waadiziwin.

Creator placed the Anishinabe on the earth along with the gift of spirituality.

Shkode, nibi, aki, noodin, giibi dgosdoonan wii naagdowendmang maanpii shkagmigaang.

Here on mother earth, there were gifts given to the Anishinabe to look after, fire, water, earth and wind.

Debenjiged gii miinaan gechtwaa wendaagog Anishinaaben waa naagdoonjin ninda niizhwaaswi kino maadwinan.

The Creator also gave the Anishinabe seven sacred gifts to guide them. They are:

Zaagidwin, Debwewin, Mnaadendmowin, Nbwaakaawin, Dbaadendiziwin, Gwekwaadziwin miinwa Aakedhewin.

Love, Truth, Respect, Wisdom, Humility, Honesty and Bravery.

Debenjiged kiimiingona dedbinwe wi naagdowendiwin.

Creator gave us sovereignty to govern ourselves.

Ka mnaadendanaa gaabi zhiwebag miinwaa nango megwaa ezhwebag, miinwa geyaabi waa ni zhiwebag.
We respect and honour the past, present and future.

The Anishinabe Kwe Wuk Advisory Council will support the restoration of Anishinabek Nation governance in governance and education, and jurisdiction through advocacy, education and coordination.

To advise, represent, encourage and help strengthen to build safe and healthy families, safe and healthy communities, and a safe and healthy Nation.

Guiding Principles:

The Council members will lead themselves according to the seven grandfather teachings (respect, honesty, humility, truth, bravery, love, wisdom).

Objectives:

- To facilitate the collaboration, coordinated efforts to work collectively with leadership, Youth and Getzidjig Councils;
- To assist in the identification of needs and priorities facing Anishinabe Kwe Wuk and create an annual report based on regional activities;

- To participate in the development and establishment of strategic directions and priorities for Anishinabe Kwe Wuk;
- To promote equal partnership for all Anishinabe Kwe Wuk in society;
- To make recommendations to the Anishinabek Nation Building Councils to promote the interests and well being of the Anishinabe Kwe Wuk;
- To provide a process to increase awareness, support and advocacy on women's issues by the Anishinabek leadership;
- To provide a forum where Anishinabe Kwe Wuk can discuss issues and priorities to encourage the promotion of overall family and community well-being.
- To communicate and promote to the Anishinabek Nation on the development and operations of the Anishinabe Kwe Wuk Council and its initiatives by:
- Having regional meetings and an Annual General Assembly for Anishinabe Kwe Wuk
- Attend regional Chiefs meetings and Grand Council Assemblies

- Utilizing the Anishinabek News (www.anishinabeknews.ca) for news and providing updates, as well as profiles of the Anishinabe Kwe Wuk Advisory Council
- Having community visits to receive feedback from Anishinabe Kwe Wuk within the communities on specific issues, concerns and collect good news stories

Promote Anishinabek Language and Culture:

- To encourage and promote the use of Anishinaabemowin in First Nation communities and councils to build pride and identity as Anishinabek.
- To encourage the use of holistic approaches like talking and healing circles, feasts and ceremonies at gatherings and training sessions with Anishinabek Nation members, the general public and in urban centers.

Composition of Council:

- The Council shall consist of one Anishinabe Kwe Wuk representative and 1 alternate from each of the four regions of the Anishinabek Territory: Southwest, Southeast, Robinson-Huron and Robinson-Superior.
- Selection of new Anishinabe Kwe Wuk Council members require that new members respect Anishinabek culture, traditions, teachings and understand Anishinaabemowin.

- Upon resignation of a member or end of a three year term, the Anishinabe Kwe Council may seek new members by contacting the respective Regional Chief.
- The Anishinabe Kwe Council will review the recommendation made from the region and then will make the final selection.

Roles and Responsibilities of the Anishinabe Kwe Wuk Advisory Council:

- Anishinabe Kwe Wuk Advisory Council will represent the women's voice and issues at the leadership level and will advocate on their behalf. The Council will be the collective voice of the Anishinabe Kwe Wuk to the overall development of Nation Building.
- Regional representatives will ensure communication is maintained within their region, and that community members will be informed of various initiatives.
- Regional representatives to promote initiatives in their region through the use of media, such as local newsletters and Anishinabek News and social media if applicable.
- When regional issues arise, the Anishinabek Kwe Wuk member will voice concern or cause an action to support resolving the issue

- Regional representatives to represent Anishinabe Kwe Wuk within their region (issues, needs, initiatives) and to ensure that they are presented and addressed through proper processes.
- Visit communities as requested within their region as part of the communication and representation.
- The Kwe Wuk Council will identify a spokesperson, if required, for media comments if directed by Anishinabek News and political office.

Systemic Gender-Based Bias

In this Strategic planning exercise, systemic gender based bias was identified in several key areas of the lives of Anishinabek Kwe Wuk. These biases will be addressed throughout the Strategic Action Plan. The identified biases are rooted in mainstream societal beliefs that may have been adopted by Anishinabek communities, such as gender stereotypes or leadership stereotypes. In other situations, gender based biases are rooted in social, health and education inequities that have been experienced by Indigenous people since the Indian Act was imposed. Beyond that, gender based bias is also experienced in systemic discrimination at every level of society. Some of the biases are present in the following:

⇒ Urban Centres

There is research that shows non-Indigenous people in urban centres have discriminatory views and attitudes of Indigenous people. Part of this can be attributed to low interpersonal contact with Indigenous people and lack of education about Indigenous people, history or nearby Indigenous communities. This is a factor when Indigenous people experience racism and discrimination in urban centres. There have been numerous reported cases of racism and discrimination being experienced in sporting, retail, food and other industries in towns and cities like Thunder Bay, Sudbury, Sault Sainte Marie and others within the Anishinabek Nation.

⇒ **Programs and Services**

Systemic discrimination is experienced in various programs and services throughout the Anishinabek territory, including programs and services that are offered off-reserve to those that are offered on-reserve. While not all program policies are designed to discriminate, many Indigenous women experience barriers to accessing programs and services. Systemic discrimination is also experienced in services designed to support women such as Victims Services, Womens shelters and hospitals. Indigenous women have noted the treatment/service they receive can be unsatisfactory.

⇒ **Community Safety (Policing)**

One key area where gender based bias was identified in this strategic planning exercise, is in the filing of missing persons reports. Indigenous families and communities have difficulty with filing reports when they are reporting Indigenous women, or are searching for a missing person. Their experience of reporting a crime or an assault is also fraught with difficulty. More recently several inquiry reports have made recommendations around thorough investigations, development of missing persons reporting protocols based on region. However, bias remains a pervasive issue in policing.

⇒ **Community**

At the community level it was noted that gender based bias largely exists when it comes to the allocation of services, resources and supports at the First Nation administrative level. Examples include, the difficulty in

securing adequate housing and seeking permanent employment in community. Other examples include the safety of women within community from high-risk offenders. It is largely felt that increased security measures must be taken at the First Nation level to protect women through community notification, increased gun laws, cannabis and drug laws.

⇒ **Anishinabek Nation Chiefs in Assembly**

At the Anishinabek Nation Chiefs in Assembly, a third of the Chiefs are women, two-thirds are men. Women's voices in assembly have been underrepresented historically, and the protocols around women speakers is not consistent. Male leadership has influenced the position the Anishinabek Nation takes on women's issues. This is also an issue for Two-Spirited and Trans voices at the Anishinabek Nation Assembly. Decision making and good governance will be improved when leadership recognizes and integrates all voices into its growth as a nation.

THE STRATEGIC ACTION PLAN

INTRODUCTION

The Anishinabek Chiefs in Assembly instructed the Anishinabek Nation via the Anishinabek Kwe Wuk Council to complete a Strategic Action Plan for the Anishinabek Nation. The Anishinabek Kwe Wuk Council includes representation from the four regions within Anishinabek territory. The Union of Ontario Indians MMIWG Coordinator along with the Kwe Wuk Council committed to organizing, envisioning and completing the work of drafting a strategic action plan that will go forward to the Chiefs in Assembly to be adopted and implemented across the Anishinabek Nation. This work has been undertaken with several considerations including:

- ⇒ a gender-based analysis will be utilized in the development and implementation of the plan,
- ⇒ The families of MMIWGT2S will be included throughout the design, implementation and delivery of the plan,
- ⇒ Resources may not exist to support this work through traditional funding mechanisms, and strategic direction around program evaluation and design to address capacity needs in community
- ⇒ The experiences in northern communities are uniquely intensified with the reality of geographic factors, isolation and a lack of services and supports including transportation, housing, employment.
- ⇒ Two-Spirited and Trans Anishinabek rights must be developed within this Strategic Action Plan.

⇒ Youth are the leaders in this work and have an important voice that must be supported.

The Anishinabek Kwe Wuk Council crafted the strategic directions after some consultation with communities, MMIWGT2S families, women and girls. They recognize this as a new and necessary direction that must be undertaken for Anishinabek women, girls, Trans and Two-Spirited people from the Anishinabek Nation and as the Kwe Wuk Council they are committed to seeing this work through.

VISION STATEMENT

As Anishinabek Kwe Wuk our role is to ensure the overall health, safety and ongoing care of our Women, Girls, Unborn, Two-Spirited, their families and those left behind.

We are the authors for our future, with our inherent rights we are the change makers, we are the families and survivors who demand continued action, care for our young ones and a safe world for our generations today, tomorrow, and in the future.

MISSION STATEMENT

Providing Anishinabe Kwe Wuk, Girls and Two-Spirited in all stages of their lives, with the essential skills and mentorship they need to be safe, to be empowered and to be sovereign.

By shifting the public discourse, community response and policy change, we will end racism and genocide in the Anishinabek Nation.

STATEMENT OF PRINCIPLES

- *We have the authority to be autonomous.*

We have the right and freedom to make our own decisions. We are strengthened by our collective voices and we will support young girls as they enter womanhood and our future generations. We will use our voice to bring forward the important issues that affect our families, our people, ourselves. We will live our Anishinabek Inakinagewin and will practice our ways in each step we take.

- *The sacredness of our role comes from the Creator.*

We give birth to the future generations and we give life here on earth. We are the water (Nibii) and our grandmother moon (Nokomis) regulates the water on the earth and in us. This is our birthright and these roles are the most sacred to us.

- *The women are the hearts and the home fires of our community.*

In our communities, we are the mothers, the aunties, the grandmothers, the sisters, the cousins and the nieces who work hard for our families, our communities and our nation. We do this work for our people and we do this work for our children. We hold our communities together with our love and enduring commitment to our people.

- *We have the right to be honoured, loved, commemorated*

Indigenous women carry wisdom and knowledge unlike any other. We have been put in the most vulnerable positions by dominant forces that have worked to marginalize and oppress us. We will not allow the women who have gone before us to be forgotten or dismissed. We will do the work of raising up our sisters, mothers, daughters and friends to ensure their stories are told and their legacies remain forever.

- *We have the right to be valued as life givers and have innate caregiving strengths*

In the construction of systems and structures that were designed to oppress us, femicide has been experienced by Anishinabek women on every level of our lives, from our fertility to our bloodlines. This is apparent in the Indian Act and in the Band Council structures that were imposed on us. We will be active leaders in the return to traditional forms of governance, health care and family well-being that recognize our power as mothers and life givers.

- *We work to promote equal partnership for all Anishinaabe Kwe Wuk in society*

Our Anishinabek Kwe Wuk will be supported by the Anishinabek Nation to self-determine in all the ways that are possible. This includes providing the life skills, the supports and capacity that is needed to advance our Kwe Wuk in every sector of our society. This starts with adequate and safe housing, education and opportunity. We will support the efforts of our Kwe Wuk in building new leadership in all sectors of society.

We will advance Murdered and Missing Indigenous Women, Girls, Trans and Two Spirited (MMIWGT2S) leadership and advocacy within the Anishinabek Nation

POLITICAL

As the Kwe Wuk of the Anishinabek Nation, we will explore, voice and revitalize the historical and traditional laws that protected, empowered and supported our Kwe Wuk through a Kwe Wuk Inakinagewin/ Declaration (Anishinabek Women's Law). This will uphold our commitment to Murdered and Missing Indigenous Women, Girls, Trans and Two Spirited and empower us to create safer and healthier communities.

We will strengthen our Anishinabek Nation governance through the appointment of a commissioner, a commitment of resources to build these files, the creation of space to support our 2SLGBTQ Anishinabek leadership and the commitment to prioritizing the issues of Murdered and Missing Indigenous Women, Girls, Trans and Two Spirited and human trafficking.

Goal	Objectives	Action items <i>Immediate: 6 months- 1 year</i> <i>Short term: 1-2 years</i> <i>Medium term: 2-4 years</i> <i>Long term 4-5 years</i>	Performance Indicators
<p>1. We will advance Murdered and Missing Indigenous Women, Girls, Trans and Two Spirited (MMIWGT2S) leadership and advocacy within the Anishinabek Nation</p> <p>GOVERNANCE</p>	<p>1.1 Leadership to prioritize Women's issues through KweWuk Inakinagewin (1.9)</p> <p>WOMENS LAW</p>	<p><u>Immediate</u></p> <p>1.1.1 Grand Council resolution, adoption and implementation of KweWuk Inakinagewin/ Declaration</p> <p><u>Short Term</u></p> <p>1.1.2 Determine and appoint an MMIWGT2S Commissioner with MMIWG Working Group/Commissioner relationship protocols</p> <p>1.1.3 Create KweWuk Council & Elder protocols for MMIWG work</p> <p>1.1.4 Create gender-analysis decision-making tool</p>	<p>⇒ Updates to the leadership</p> <p>⇒ Resolutions to adopt/implement strategic actions</p> <p>⇒ Identified political process for advancing KweWuk strategic actions</p> <p>⇒ Draft and circulate the KweWuk Inakinagewin/Declaration and Kwe Wuk decision making tool to all member FN's</p> <p>⇒ Appointed commissioner</p> <p>⇒ KweWuk Council & Elder ceremonial protocols</p>

	<p>1.2 Resource MMIW/ 2SLGBTQQIA and human trafficking through cross-sectoral implementation plan with budget</p> <p>MMIW UOI IMPLEMENTATION</p>	<p><u>Immediate</u></p> <p>1.2.1 Develop operations and contingency plan for MMIW/Human Trafficking files (MMIWGT2S departmental allocation)</p> <p>1.2.2 Build in accountability measures for performance on MMIWGT2S directives</p> <p>1.2.3 Move MMIW/Human Trafficking file under Political for organizational link to all departments</p>	<p>⇒ Cross-sectoral collaboration plan implemented</p> <p>⇒ Operate MMIW/Human trafficking file from political</p> <p>⇒ Contingency plan developed and approved by the UOI board</p>
	<p>1.3 Increase involvement of northern communities and the realities experienced by Indigenous women, 2SLGBTQ and youth through advisory</p> <p>WORKING GROUP</p>	<p><u>Immediate</u></p> <p>1.3.1 Establish a 'working group for MMIW" (women's council, departmental reps, shelters, women's orgs within territory, lived experience) to assist Anishinabek staff in doing this work</p> <p><u>Short Term</u></p> <p>1.3.2 Appoint Northern Superior region representation into lead roles on working group, oversight</p>	<p>⇒ Formed working group with full representation</p> <p>⇒ Established advocacy voice in each region</p>

		<p>bodies, advisories related to MMIWGT2S files</p> <p><u>Medium Term</u></p> <p>1.3.3 Form regional Women's services coalitions addressing MMIWGT2S, Human Trafficking, sexual assault and victims services with a buy in from each First Nation</p>	
	<p>1.4 To create a safe place for 2SLGBTQ in Anishinabek Nation leadership. (1.4, 18.2)</p> <p>2SLGBTQ SAFE SPACE</p>	<p><u>Immediate</u></p> <p>1.4.1 Commit to 2SLGBTQ through resolution at Chiefs Assembly</p> <p><u>Short Term</u></p> <p>1.4.2 Build Anishinabek Nation 2SLGBTQ presence within Anishinabek Nation governance and operations via new processes</p> <p><u>Medium Term</u></p> <p>1.4.3 Create 2SLGBTQ safe space/gender neutral bathrooms at UOI offices</p>	<p>⇒ Update the Constitution/Inakinagewin to include additional 2SLGBTQ sub-council relationship with Youth/Kwe Wuk Council</p> <p>⇒ Update Youth Council membership to reflect 2SLGBTQ</p> <p>⇒ Youth Council inclusions of 2SLGBTQ in goals/objectives</p> <p>⇒ Include creation of 2SLGBTQ council within the Inakinagewin/declaration</p>

			⇒ 2SLGBTQ sub-council is formed with representation from all regions
1.5 Youth carry a strong voice in respect to MMIW, they are leaders in this process (18.6)	<u>Short Term</u> 1.5.1 Create youth lead roles in MMIWG work with Inakinagewin and files	⇒ Designated youth role in MMIWG advocacy ⇒ Involvement children and youth from MMIWG family participation and leadership	
YOUTH LEADERSHIP	<u>Medium Term</u> 1.5.2 Involve children and youth from MMIWG families in leadership		
1.6 Join MMIW and human trafficking efforts in the International system (1.2)	<u>Short Term</u> 1.6.1 Research United Nation bodies for MMIWGT2S files	⇒ Working group, Women's Council, commissioner, Chiefs have been briefed on United Nations bodies and instruments	
INTERNATIONAL EFFORT	<u>Medium Term</u> 1.6.2 Develop action plan for United Nations involvement	⇒ International UOI MMIWG positions developed	

We will build Murdered and Missing Women and Girls, Two Spirit (MMIWGT2S) and human trafficking capacity rooted in Anishinabek culture and community

POLITICAL

We will strengthen our MMIWGT2S and human trafficking advocacy and capacity through the identification of our resources and the alignment of our systems. With all of the Anishinabek Nation communities, we will compile an inventory of current MMIWGT2S and human trafficking community response and support efforts, including the identification of community helpers who are the leaders in supporting the victims of violence and human trafficking. We will take the steps necessary with government to update programs and funding to include the issues of MMIWGT2S and human trafficking, and seek new resources for communities, organizations and the Anishinabek Nation. We will work with partner organizations to strengthen our networks and we will improve community safety protocols and measures.

Goal	Objectives	Action Items <i>Immediate: 6 months- 1 year</i> <i>Short term: 1-2 years</i> <i>Medium term: 2-4 years</i> <i>Long term 4-5 years</i>	Performance Indicators
<p>2. We will build Murdered and Missing Women and Girls, Two Sprit (MMIWGT2S) and human trafficking capacity rooted in Anishinabek culture and community</p> <p>CAPACITY & ADVOCACY</p>	<p>2.1 Develop a MMIW network with identified and empowered staff at the community level to assist in the outreach, education and the development of appropriate programs (3.7)</p> <p>ANISHINABEK NATION-WIDE NETWORK</p>	<p><u>Immediate</u></p> <p>2.1.1 Environmental scan of MMIW file holders within FNs.</p> <p>2.1.2 Ensure youth support programs and services included in MMIWGT2S and human trafficking network within Anishinabek Nation</p> <p><u>Short Term</u></p> <p>2.1.3 Identify community leadership/champions and resources with MMIW/ 2SLGBTQ lived experience</p> <p>2.1.4 Involve comms team with outreach to FNs, urban</p> <p>2.1.5 Strengthen MMIW protocol for Elder involvement, survivors and those with lived experience</p>	<p>⇒ Anishinabek Nation MMIWGT2S database created of all the resources, services, supports in/around the communities through community survey, interviews and community outreach.</p> <p>⇒ Call circulated for leadership and community resources on LGBTQ/MMIW/human trafficking</p> <p>⇒ Build MMIWGT2S knowledge and approaches and align across community administrations and UOI organization</p> <p>⇒ Quarterly briefs updating all UOI departments</p>

		2.1.6 Direction to collaborate across departments at community and UOI	⇒ Departments jointly collaborate on MMIW/ Human trafficking files
	<p>2.2 Form provincial and federal partnerships with commitments to sustainability</p> <p>MMIWGT2S RELATIONSHIPS WITH GOVERNMENT</p>	<p><u>Short Term</u></p> <p>2.2.1 Review existing health, social and justice programs to update programs, job descriptions and funding for MMIWGT2S inclusion at federal and provincial levels</p> <p>2.2.2 Lobby for dedicated community based adequately resourced MMIWGT2S program updates and base funding</p> <p>2.2.3 Leadership to lobby for increase in MMIWGT2S and human trafficking staff at UOI</p>	<p>⇒ # of meetings with provincial and federal departments for policy/program updates and funding increases pertaining to MMIW/Human Trafficking files</p> <p>⇒ Increased MMIWGT2S and human trafficking community supports</p> <p>⇒ Updated program and job descriptions through federal and provincial programs including MMIWGT2S and human trafficking issues</p> <p>⇒ New salaried positions for MMIW/ Human Trafficking</p>

	<p>2.3 Prioritize human trafficking file by strengthening partnerships</p> <p>MMIWGT2S WORK WITH PARTNER ORGANIZATIONS</p>	<p><u>Short Term</u></p> <p>2.3.1 Work closely with ONWA and other organizations on Human Trafficking, create a dedicated file (4.3)</p> <p><u>Medium Term</u></p> <p>2.3.2 Form position and inclusion of MMIWGT2S/ Human trafficking in industry CSR for community capacity funding</p>	<p>⇒ Through partnership with ONWA, increase response to human trafficking via UOI human trafficking department</p> <p>⇒ Leadership to form MMIWGT2S and industry political position</p> <p>⇒ Develop community capacity funding program via industry partners</p>
	<p>2.4 Establish a protocol with the leadership and First Nation police authority, local police authorities in our regions to adequately and jointly deliver this protocol when it comes to investigations, cases, runaways, amber alerts (1.9, 9.5) (5.7 oversight body)</p> <p>MISSING PERSON PROTOCOLS</p>	<p><u>Short Term</u></p> <p>2.4.1 Conduct nation-wide exercise in establishing protocols with police services and oversight body</p>	<p>⇒ Meetings held with all police services within Anishinabek Nation territory</p> <p>⇒ MMIWGT2S and human trafficking protocols developed by oversight body, Elder advisory and Women's Council</p>

	<p>2.5 Create 2SLGBTQ specific resources for Anishinabek youth</p> <p>2SLGBTQ RESOURCES</p>	<p><u>Short Term</u></p> <p>2.5.1 Communications strategy for MMIW/ Human Trafficking/ 2SLGBTQ outreach and education</p> <p><u>Medium Term</u></p> <p>2.5.2 Develop educational materials for communities on allyship, gender-neutral and positive space.</p> <p>2.5.3 Organize Annual Rainbow Summer Camp/Rainbow Canoe Trip.</p> <p>2.5.4 Create youth 2SLGBTQ safe space at UOI</p> <p>2.5.5 2SLGBTQ training for parents and caregivers (18.32)</p>	<p>⇒ 2SLGBTQ space created at UOI</p> <p>⇒ Materials created for Anishinabek communities on building 2SLGBTQ positive space, allyship</p> <p>⇒ Increased UOI communications and messaging on 2SLGBTQ allyship and support</p> <p>⇒ # of Annual rainbow summer programs</p> <p>⇒ 2SLGBTQ Curriculum and training developed for parents and caregivers</p>
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To educate our Anishinabek people about the heart of our Kwewuk, honouring MMIWGT2S, their families and those caught in the struggle of human trafficking.

EDUCATION/ POLICY AND COMMUNICATIONS

A comprehensive public education strategy will include education for Anishinabek leadership, First Nation communities and urban centres. This will include the development of curriculum for implementation in on-reserve schools and throughout the Anishinabek territory. Supports for life skills, financial stability, women in transition and trauma related training will also be included in our education efforts. Our goal is to strengthen the knowledge and understanding of people, communities and systems, so they can play a role in the prevention of any further harm to Women, Girls and 2SLGBTQ.

Goal	Objectives	Action Items	Performance Indicators
<p>3. To educate our Anishinabek people about the heart of our Kwewuk, honouring MMIWGT2S, their families and those caught in the struggle of human trafficking.</p> <p>EDUCATION & AWARENESS</p>	<p>3.1 Develop MMIW /2SLGBTQ education and outreach for Anishinabek leadership</p> <p>2SLGBTQ EDUCATION FOR ANISHINABEK LEADERSHIP</p>	<p><u>Short Term</u></p> <p>3.1.1 Commissioner, working group to provide education and regular updates to Anishinabek leadership</p>	<p>⇒ # of updates and education to Anishinabek leadership</p> <p>⇒ Increased 2SLGBTQ awareness amongst leadership</p>
	<p>3.2 Nation-wide public education directed at First Nations and urban centres with focus on mitigating community apathy and discriminatory behaviour (1.9)</p> <p>MMIWGT2S PUBLIC EDUCATION STRATEGY</p>	<p><u>Medium Term</u></p> <p>3.2.1 Create educational materials for Anishinabek communities and urban centres within territory</p> <p>3.2.2 Develop media plan for MMIWGT2S public education for Media outlets</p>	<p>⇒ Anishinabek nation educational materials on MMIW and human trafficking circulated to Anishinabek communities</p> <p>⇒ Media coverage increase on community safety, prevention and reduction of MMIWGT2S</p>

	<p>3.3 MMIWGT2S added to on-reserve and Ontario curriculum (elementary school, high school, post-secondary) (11.1)</p> <p>SCHOOL CURRICULUM</p>	<p><u>Short Term</u></p> <p>3.3.1 Lobby and advocate with provincial/federal governments to include MMIWGT2S curriculum in core curriculum via existing education bodies</p> <p><u>Medium Term</u></p> <p>3.3.2 Utilize MMIW working group to draft MMIWGT2S curriculum with elementary, secondary and post-secondary scope</p>	<p>⇒ MMIW curriculum working group formed including UOI education department, families with lived experience, regional advisory</p> <p>⇒ Draft MMIWGT2S curriculum completed</p>
	<p>3.4 Support the increase in financial stability for women in community through improved life skills, training and employment programs</p> <p>WOMAN-FOCUSSED LIFESKILLS, TRAINING AND EMPLOYMENT PROGRAMS</p>	<p><u>Medium Term</u></p> <p>3.4.1 Update and redesign life skills programs for Anishinabek kwewuk in the Anishinabek Nation territory</p> <p>3.4.2 Work with ASETS and employment agencies to design an Anishinabek Women's skills, training and employment program for women affected by violence</p>	<p>⇒ Increased delivery of woman-focussed life skills training in Anishinabek Territory</p> <p>Increased skills, training and employment programming for Anishinabek woman affected by violence</p>

	<p>3.5 Education directed for women in transition in the areas of shelters, transferrable life skills from trauma</p> <p>WOMEN IN TRANSITION TRAINING</p>	<p><u>Medium Term</u></p> <p>3.5.1 Engage shelters on co-developed curriculum for women in transition (Designated Ontario education programs)</p>	<p>⇒ Finished curriculum for women in transition designed with shelters</p>
	<p>3.6 To provide trauma-related training to all MMIWGT2S families on a regional level. (4.4)</p> <p>MMIWGT2S TRAUMA-RELATED TRAINING FOR FAMILIES</p>	<p><u>Medium Term</u></p> <p>3.6.1 Research and design MMIWGT2S trauma-informed training geared for families and communities</p>	<p>⇒ Trauma informed training drafted for MMIWGT2S families and communities</p>

Empower community membership to lead the MMIWGT2S healing and human trafficking responses

POLITICAL / HEALTH

The Anishinabek Nation action plan on MMIWGT2S and human trafficking will be community-led. The voices of the Women, Girls, Trans and Two Spirited people who lost their lives through violence, will be lifted up and families will have an opportunity to heal together as a Nation. Community leaders will be identified as advocates and the input and involvement from communities will lead this work. Supports (mental health, trauma recovery) will be developed to assist with healing.

Goal	Objectives	Action Items	Performance Indicators
<p>4. Empower community membership to lead the MMIWGT2S healing and human trafficking responses</p> <p>COMMUNITY OWNERSHIP</p>	<p>4.1 Create mechanism for community information flow to and from UOI MMIW/human trafficking department</p> <p>COMMUNITY UPDATES ON MMIWGT2S</p>	<p><u>Short Term</u></p> <p>4.1.1 Outreach to community membership with MMIWGT2S families and those with lived experience</p> <p>4.1.2 Seek validation and input from community membership on MMIWGT2S planning and directives</p>	<p>⇒ # of family communications</p> <p>⇒ Call for input from communities circulated</p> <p>⇒ Circulate public review with directives and strategies to communities</p> <p>⇒ UOI MMIWGT2S database developed</p>
	<p>4.2 Identify MMIWGT2S family leadership for UOI community-led advisory</p> <p>MMIWGT2S COMMUNITY LEADERS</p>	<p><u>Medium Term</u></p> <p>4.2.1 Form a circle with MMIWGT2S women and families with lived experience (Regional advisory)</p>	<p>⇒ Form Circle terms of reference</p> <p>⇒ Recruitment of members to advisory from 4 regions</p> <p>⇒ # of opportunities for advisory to participate and inform UOI staff, working group, commissioner</p>

	<p>4.3 Development of supports/ aftercare for families involved in MMIWGT2S work for Anishinabek Nation</p> <p>MMIWGT2S FAMILY SUPPORTS</p>	<p><u>Medium Term</u></p> <p>4.3.1 Work with health and social agencies to provide supports and aftercare plans for membership engaged in MMIWGT2S work</p>	<p>⇒ # of resources created for MMIWGT2S families</p> <p>⇒ # or programs/ services accessed for participants in UOI MMIWGT2S work</p>
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Honour and raise up the children, families and women who live with MMIWGT2S realities and have been deeply impacted

POLITICAL / HEALTH

The Anishinabek Nation will honour the Women, Girls, Trans, Two Spirited and the unborn who lost their lives to violence. We will work with the community leaders to create a legacy and memorialize the lives lost. This will include a MMIWGT2S gathering, creating a memorial that will permanently hold the stories of these women and the building of a monument to honour these Women.

Goal	Objectives	Action Items	Performance Indicators
<p>5. Honour and raise up the children, families and women who live with MMIWGT2S realities and have been deeply impacted</p> <p>HONOURING THE WOMEN</p>	<p>5.1 Bring MMIWGT2S families from the Anishinabek Nation together</p> <p>ANISHINABEK MMIWGT2S GATHERING</p>	<p><u>Medium Term</u></p> <p>5.1.1 Gathering of MMIWGT2S families</p> <p>5.1.2 Set Anishinabek memorial date for MMIWGT2S</p> <p>5.1.3 Support families to participate in regional womens marches throughout Anishinabek territory</p>	<p>⇒ Funding sought for MMIWGT2S Anishinabek Nation gathering</p> <p>⇒ MMIWGT2S gathering planned</p> <p>⇒ Memorial date is determined</p> <p>⇒ Promote regional womens march participation in Anishinabek Nation communities</p>
	<p>5.2 Create legacy for MMIWGT2S families</p> <p>ANISHINABEK MMIWGT2S MEMORIAL</p>	<p><u>Short Term</u></p> <p>5.2.1 Seek family permission and involvement for acknowledgement and honoring MMIWGT2S individuals</p> <p><u>Medium Term</u></p>	<p>⇒ Call drafted to families and guidelines created with Elders, Kwe Wuk Council, mental health professionals</p> <p>⇒ Creation of legacy document for story sharing i.e print, online</p> <p>⇒ Funding sought for MMIWGT2S memorial</p>

		<p>5.2.2 Share the stories of the Anishinabek women and unborn children who have lost their lives via legacy site/document for MMIWGT2S in Anishinabek Nation</p> <p><u>Long Term</u></p> <p>5.2.3 Build MMIWGT2S memorial/ plaque with parkette and medicine garden</p>	
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Build Indigenous-led, Trauma-informed supports for Indigenous victims of crime, their families and friends of Indigenous murdered or missing persons

POLITICAL/ LEGAL/ POLICY

We will focus on safety in our communities through increasing the protection and security for Women, Girls, Trans and Two Spirited. This work will be done through improved protocols and relationships with policing, justice and corrections departments. This work will include First Nation gun law reform.

Goal	Objectives	Action Items	Performance Indicators
<p>6. Build Indigenous-led, Trauma-informed supports for Indigenous victims of crime, their families and friends of Indigenous murdered or missing persons</p> <p>JUSTICE</p>	<p>6.1 Increase safety for women, girls & 2SLGBTQQIA (1.5)</p> <p>WOMENS SAFETY</p>	<p><u>Short Term</u></p> <p>6.1.1 Implement community notification/screening precautions protocols with local justice/policing systems (1.6)</p> <p>6.1.2 Create community-based safety, harm reduction, crime prevention resources for Anishinabek Nation</p> <p><u>Medium Term</u></p> <p>6.1.3 Form Anishinabek community response-neighbourhood watch system for missing persons with community notification</p> <p><u>Long Term</u></p> <p>6.1.4 Build self-defence curriculum for Anishinabek Nation women, youth and children</p>	<p>⇒ Regional leadership meetings with local systems to implement new notification/screening protocols</p> <p>⇒ Resources circulated on victim notification, laws</p> <p>⇒ Implement Anishinabek community watch system (community cameras)</p> <p>⇒ Anishinabek community response system social media/notification system implemented</p> <p>⇒ Womens self-defence education offered in Anishinabek Nation communities and schools</p>

		6.1.5 Deliver self-defence training and workshops throughout Anishinabek Nation	
	<p>6.2 Strengthen relationships with justice and corrections departments around violence against women, community notification and high-risk offenders</p> <p>IMPROVE PROTOCOLS AND SYSTEMS REGARDING VIOLENCE AGAINST WOMEN, GIRLS & 2SLGBTQ</p>	<p><u>Short Term</u></p> <p>6.2.1 Create improved protocols and documentation for high-risk offenders around offender history of violence against women</p> <p>6.2.2 Lobby for missing persons and amber alert system updates, stats and tracking (federal)</p> <p><u>Medium Term</u></p> <p>6.2.3 Form a police oversight body for investigative review of Police brutality against Indigenous peoples (5.4)</p> <p>6.2.4 Access resources for Anishinabek communities on victim notification, laws</p> <p>6.2.5 Gain access to MMIWGT2S stats and</p>	<p>⇒ Meetings with federal justice department on high-risk offender protocols</p> <p>⇒ Improved missing person and amber alert system for Anishinabek Nation</p> <p>⇒ Formed police oversight body with Ontario First Nation police association for review of police brutality, MMIW cases</p> <p>⇒ Federal lobby meetings held on missing persons, amber alert, stats and tracking related to MMIW/Human trafficking including database access for Anishinabek stat collection</p>

		databases for Anishinabek database	
	6.3 Lobby for stricter gun law enforcement FIRST NATION GUN LAW REFORM	<u>Medium Term/ Long Term</u> 6.3.1 Create reform to First Nation gun law including mandatory registration of gun ownership (federal)	⇒ First Nation rights and gun law legislation relating to violence against women researched ⇒ Federal lobby meetings held on First Nation gun law reform ⇒ Implement updated First Nation gun laws in Anishinabek Nation ⇒ Gun law and safety education distributed ⇒ Develop mandatory community-based gun safety curriculum for Indigenous youth

The relationship between Anishinabek Kwe Wuk and Shkagamik-kwe, the earth is intrinsically tied together, the harm that has been caused to the land and the women must be confronted together

LANDS AND RESOURCES/ LEGAL

Shkagamik-kwe, the earth, like our Anishinabek Kwe must be protected, the relationship between our lands and resource extraction is similar to the experience of violence against women and the struggle for justice that we have experienced. We will work to increase the safety and protection of Anishinabek Kwe in communities where resource extraction is underway, this includes the man camps, the violence against women and the human trafficking that is occurring. We will call upon the resource companies to assume their corporate social responsibility in this area by being active participants in the elimination of human trafficking and violence against women.

Goal	Objectives	Action Items	Performance Indicators
<p>7. The relationship between Anishinabek kwewuk and the earth is intrinsically tied together, the harm that has been caused to the land and the women must be confronted together</p> <p>RESOURCE EXTRACTION</p>	<p>7.1 Research relationships and build on existing networks (13.4)</p> <p>MMIWGT2S/ HUMAN TRAFFICKING AND RESOURCE COMPANY RESEARCH</p>	<p><u>Short Term</u></p> <p>7.1.1 Research resource projects within territory for links with human trafficking and MMIWGT2S prevention and safety measures</p> <p><u>Medium Term</u></p> <p>7.1.2 Meet with industry involved with First Nations in Anishinabek Nation territory, circulate MMIWGT2S materials</p>	<p>⇒ Formed comprehensive list of resource companies in Anishinabek territory with info on MMIWGT2S and human trafficking prevention measures</p>
	<p>7.2 Formulate youth position on MMIWGT2S and resource extraction within Anishinabek territory</p> <p>YOUTH LEADERSHIP IN RESOURCE EXTRACTION AGREEMENTS</p>	<p><u>Short Term</u></p> <p>7.2.1 Develop MMIW environmental mandate with Youth Council and Water Commissioner</p> <p><u>Medium Term</u></p>	<p>⇒ Form MMIW environmental youth role with Youth Council with membership from 4 regions</p> <p>⇒ Environmental justice and MMIWGT2S educational materials circulated</p>

		7.2.2 Develop public education campaign on exploitation of women/girls and resource extraction with youth council	
	<p>7.3 Policy change in resource extraction agreements and support and involvement of Anishinabek Nation MMIWGT2S and human trafficking directives. (13.2)</p> <p>MMIWGT2S/ HUMAN TRAFFICKING ADVOCACY IN RESOURCE AGREEMENTS</p>	<p><u>Medium Term</u></p> <p>7.3.1 Create industry-led prevention and safety measures for companies operating within Anishinabek territory</p> <p>7.3.2 Impact benefit/ partnership agreements to include MMIWGT2S/Human trafficking efforts in CSR, the inclusion of Indigenous Women in advisory roles relating to their projects</p> <p>7.3.3 Resolution for First Nations to adopt prevention and safety policy, woman involvement, community capacity grants in IBA's and other resource related agreements with companies</p> <p><u>Long Term</u></p> <p>7.3.4 MMIWGT2S commissioner to conduct</p>	<p>⇒ Lands/MMIW departments jointly develop resource project list with CSR records on human trafficking/ MMIW/ violence against women</p> <p>⇒ Lands/MMIW departments researched safety measures in place for resource projects near Anishinabek communities</p> <p>⇒ Formed advisory to draft prevention and safety measures policy with annual compliance review</p> <p>⇒ Inclusion of Indigenous women in companies with resource projects in Anishinabek Nation territory</p>

		annual review of prevention/safety compliance	
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GOAL #8 WOMENS HEALTH, SECURITY & TRADITIONAL KNOWLEDGE

Returning the strength to Anishinaabe families is at the heart of healing for families who have survived MMIWGT2S and human trafficking. We will make women's health, wellness, traditional knowledge and the development of woman-led economies more accessible within communities (3.2)

HEALTH/ SOCIAL/ECONOMIC DEVELOPMENT

We will focus on our Kwe Wuk traditional knowledge to revitalize supports for Women fleeing violence and their families. Our hearts are with the children and youth of families who have been broken by violence against women, human trafficking and MMIWGT2S history. We will support these young people to live healthy, strong and successful lives through trauma-informed and strength-based programs. We will support the reunification of families through supporting women's housing and entrepreneurship. We will support Anishinabek men in our communities to also heal from trauma, to reunite with families and to nurture healthy relationships.

Goals	Objectives	Action Items	Performance Indicators
<p>8. Returning the strength to Anishinaabe families is at the heart of healing for families who have survived MMIWGT2S and human trafficking. We will make women's health, wellness, traditional knowledge and the development of woman-led economies more accessible within communities (3.2)</p> <p>WOMENS HEALTH, SECURITY & TRADITIONAL KNOWLEDGE</p>	<p>8.1 Build women- specific community-based health and wellness programs incorporating traditional knowledge and language within Anishinabek Nation</p> <p>WOMEN'S HEALTH AND MEDICINE PROGRAM</p>	<p><u>Short Term</u></p> <p>8.1.1 Increase women's sexual assault response and health care in community</p> <p>8.1.2 Increase women's sexual assault counselling and therapy</p> <p><u>Medium Term</u></p> <p>8.1.3 Research and conduct study forced sterilization stats in Anishinabek nation</p> <p>8.1.4 Research and develop Traditional medicines resource for Anishinabek Nation</p> <p>8.1.5 Access midwifery training and traditional</p>	<p>⇒ # of sexual assault programs and services increased in communities</p> <p>⇒ Increase in women's sexual assault counselling and therapy offered in community</p> <p>⇒ Study completed of sterilization history within Anishinabek Nation</p> <p>⇒ Completed traditional medicine resource guide for Anishinabek Nation on Women's health</p> <p>⇒ # of midwifery trainings offered</p>

		birthing ceremonies for young families/mothers	⇒ # of traditional birthing ceremonies offered
	<p>8.2 Supports for children witnessing violence, children of MMIWGT2S families and children in care. (12.5)</p> <p>CHILD-SPECIFIC TRAUMA SUPPORTS</p>	<p><u>Medium Term</u></p> <p>8.2.1 Develop trauma-informed supports for children of MMIWGT2S families</p> <p>8.2.2 Research agencies with birth alert policies and lobby for improved policies</p> <p>8.2.3 Improve repatriation to families that have impacted mothers</p> <p>8.2.4 Form new family reunification protocols for implementation into Indigenous and non-Indigenous led agencies</p> <p>8.2.5 Create mandatory training for caregivers, foster parents and boarders for children in care about MMIWGT2S/</p>	<p>⇒ Create Anishinabek-centred resources for children who've experienced violence, grief and loss</p> <p>⇒ # of lobby meetings concerning family reunification protocols</p> <p>⇒ # of meetings with agencies on birth alert policies</p> <p>⇒ Improved repatriation supports for mothers and families</p> <p>⇒ New resources and training for caregivers, foster parents, guardians of Indigenous children in care</p>

		human trafficking prevention measures	
	<p>8.3 Create supports for youth aging out of systems and transitioning into adulthood (12.11)</p> <p>YOUTH TO ADULT TRANSITION PROGRAMS</p>	<p><u>Short Term</u></p> <p>8.3.1 Work with agencies and systems to develop aging out supports, services and programs within Anishinabek Nation territory</p>	<p>⇒ # of aging out programs developed and delivered</p> <p>⇒ # of aging out supports and services offered</p> <p>⇒ # of trauma-informed resources created for children</p>
	<p>8.4 Create a strategy for Anishinabek Women's safe housing supports, services and housing</p> <p>WOMEN'S HOUSING STRATEGY</p>	<p><u>Medium Term</u></p> <p>8.4.1 Develop inventory of current women housing programs and services within Anishinabek territory</p> <p>8.4.2 Improve access to housing (4.6) through the development of community-based emergency housing policy and program</p> <p><u>Long Term</u></p>	<p>⇒ # of supported community lobby efforts and advocacy meetings on second stage housing</p> <p>⇒ Creation of Indigenous women's access to housing policy distributed to Anishinabek nation communities for use within community and in nearby municipalities</p> <p>⇒ Increase in # of community-based Indigenous safe spaces</p>

		8.4.1 Create Indigenous-led safe spaces and second stage housing (4.7)	and second stage housing
	<p>8.5 Create opportunities for women to enter mentorship, leadership & entrepreneurship roles to support the growth of the Anishinabek Nation economy</p> <p>ANISHINABEK KWE WUK ENTREPRENEURSHIP</p>	<p><u>Medium Term</u></p> <p>8.5.1 Develop database of Anishinabek Kwe entrepreneurs and leaders from the Anishinabek Nation</p> <p><u>Long Term</u></p> <p>8.5.2 Build a mentorship program for Anishinabek Kwe entrepreneurs and leaders to coach and mentor emerging women</p> <p>8.5.3 Support an Anishinabek Kwe Wuk business start-up program with pitch, training, start-up capital and investment opportunities within the Anishinabek Nation</p>	<p>⇒ Complete database of leadership and business owners from every Anishinabek Nation community</p> <p>⇒ Developed mentorship program focussing on leadership, mentorship and entrepreneurship</p> <p>⇒ Successful delivery of a business start-up program for Anishinabek Nation</p>

	<p>8.6 Creation of a male-focused strategy on violence against women, accountability and healthy relationships (5.25)</p> <p>MEN'S HEALING PROGRAMMING</p>	<p><u>Short Term</u></p> <p>8.6.1 Support male specific safe space and programming for healing work</p> <p><u>Medium Term</u></p> <p>8.6.2 Use traditional knowledge and ceremony as basis for Anishinabek male-focussed violence against women supports</p> <p><u>Long Term</u></p> <p>8.6.3 Develop healthy and responsible relationships program/workshops for men to combat violence against women within the Anishinabek Nation</p>	<p>⇒ # of male specific healing work events involving ceremony</p> <p>⇒ Development and delivery of a health and responsible relationships program/workshop</p> <p>⇒ Increased male-specific programming for Anishinabek men addressing violence against women</p>

