

43rd annual gathering
of members



ANNUAL REPORT 2016



FEMMES AUTOCHTONES DU QUÉBEC INC.
QUEBEC NATIVE WOMEN INC.

**We would like to thank all the government
departments and non-governmental
organizations who support us in our steps to
accomplish our mission:**

CANADA :

- Aboriginal Affairs and Northern Development Canada
- Status of Women Canada
- Justice Canada

QUEBEC :

- Ministère de la Culture, des Communications et de la Condition féminine
- Ministère Justice Québec
- Ministère de la Santé et des Services sociaux
- Secrétariat aux affaires autochtones
- Secrétariat à la jeunesse

OTHERS:

Assembly of First Nations of Quebec and Labrador (AFNQL)

Women's Centre of Montreal

Fédération des femmes du Québec (FFQ)

Fédération des ressources des maisons d'hébergement pour femmes violentées et en difficultés du Québec

First Nation Human Resources Development Commission of Quebec (FNHRDCQ)

First Nations of Quebec and Labrador Youth Council (FNQLYC)

Institut national de la recherche scientifique (INRS)

International Centre for Human Rights and Democratic Development

Native Aboriginal Circle Against Family Violence (NACAFV)

Native Benefits Plan (NBP)

Native Women's Association of Canada (NWAC)

UQAM's Clinique internationale de défense des droits humains.

DIALOG

Thank you !

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MESSAGE

From the President

Kuei

Women, sisters, grandmothers, colleagues,

This year we renewed our commitment to our challenging and fulfilling work with enthusiasm. Our organization took part in numerous and diverse activities: consultations, collaborations, presentations, training sessions and filing of briefs at the National Assembly, always with the objective of representing Indigenous women and the issues that concern them. Indigenous women's voices were included in numerous discourses resulting in Indigenous components being added to government action plans.

Indeed, the QNW team has been hard at work! For instance, in October, we organized a unique event to discuss two-spiritedness in our communities. We are so proud that our "Turning toward our traditions: valuing LGBTQ/two spirited individuals and fighting against sexual discrimination" conference gathered nearly one hundred people to address LGBTQ/two spirited identities and their history within our culture! Also, in collaboration with the Secrétariat à la jeunesse du Québec, the Regroupement des centre d'amitié autochtones du Québec, and the Assembly of First Nations of Quebec and Labrador, QNW collaborated in creating the very first Indigenous Youth Action Strategy in Quebec. Thanks to a large scale consultation with Indigenous youth across the province, this strategy has allowed us to update and renew the strategic orientations of our youth files with our partners.

This year, QNW has supported 31 Indigenous women in their efforts towards continuing education and employment. We also ensured that Indigenous women's voices would be heard during the processes that will lead to the adoption of bills pertaining to status under the Indian Act as well as customary adoption. In terms of training, we organized three gatherings that brought together Indigenous women's shelter workers so they could receive tools and information about youth protection, and sexual assault and exploitation. We also provided training to non-Indigenous groups such as SPVM and SPVQ investigators, Crown prosecutors, and BEI investigators alike, each of which was directly involved in reviewing files pertaining to abuse of Indigenous women by police.

Of course... I cannot present a review of this past year without bringing up and recognizing the incredibly brave women of Val-d'Or who spoke out in Radio-Canada's investigative reporting show, *ENQUÊTE*. These women's revelations were painful, both for our sisters themselves, and for those of us who wish to respond to such injustice. In the months following their important disclosures, our organization underscored how important it was to act.

FAQ/Rapport Annuel 2015-2016



MESSAGE

From the President

In collaboration with the Denunciation Committee, which took shape during our last Annual Gathering of Members, we attended vigils, brought together Indigenous victims of police abuse from across the province, highlighted the courage of the women of Val-d'Or every time we were asked to speak and in every consultation process in which we partook. Currently, a petition is available to sign online. We are demanding a Provincial Independent Judicial Commission of Inquiry to investigate the relationship between Indigenous women and police institutions in Quebec. And we will continue this work, we will not give up because we believe them.

Our organization supports the efforts of women in the improvement of their living conditions through the promotion of non-violence, health, justice, and equal rights. Over the past ten years, this mission has guided us in our relentless demand for a national inquiry on missing and murdered Indigenous women. At last, our efforts were recognized, when last December, the Trudeau Government announced that such an inquiry would finally be put in place. Indeed, one of our very own sisters, QNW's previous president, was appointed commissioner for Quebec, and I am convinced that she will undertake such an important position with integrity. In order to highlight the existence of the MMIW issue in Quebec, in December, QNW published a study entitled *Nānīawig Māmawe Nīnawind – Stand with us: missing and murdered Indigenous women in Quebec*. Among other things, this research process involved gathering MMIW families for the purposes of healing and sharing, which we intend to do on an annual basis moving forward. In fact, QNW's second MMIW family members' gathering took place this past October.

Ensuring that our existence is acknowledged, along with the issues and realities we face, is a daily struggle; but it is our collective responsibility. As president, QNW members, our nations' and urban representatives, must be invested with the mission to educate and raise Quebec society's awareness, to awaken their conscience, and celebrate our women far and wide for those who do not yet know who we are.

Thank you, and let us thank one another for carrying out this battle together, for breaking boundaries on the path towards a better world, and a better life.

Tshinashkumitinau !
nin,

Viviane Michel
Présidente

MESSAGE

From the Executive Director

Upon receiving the good news that we were finally being recognized as a Representative Aboriginal Organization (RAO) by Indigenous and Northern Affairs Canada (INAC) at the beginning of 2016, and that the request for and long awaited financing had finally been granted, it was time to move on to something else and to look toward the future, and what could be better than a Strategic Planning 2016-2021 exercise to identify and seize new opportunities.

It was also on a perspective of renewal that we undertook the modernization of our website and our technological equipment, thanks to our repeated requests for financing to many foundations which had confidence in us and offered us their support.

Over and above these improvements which facilitate our daily lives, it goes without saying that the essence of our mission is always in the forefront; that is, the improvement of the living conditions of Indigenous women and their families, which you will be able to observe during the presentation of the dossiers of the coordinators who will make the rounds of your tables to inform you of the progress regarding their respective dossiers and the specific mandates which were entrusted to them.

Your needs were turned into projects and the projects into concrete actions, memoirs, research publications, gatherings of women and families, forums, symposiums, training, consultations, workshops, reports and press releases. All of these activities are the daily lot of Quebec Native Women, but without the assistance, co-operation and professionalism of an exceptional team, conscious of the well-being of Indigenous women and families, we would not have been able to go a little further ... a little further in our freedom and in our rights.

QNW can count on undeniable advantages; the strength of Quebec Native Women resides in its longevity and its reputation, in the quality of its work and its staff.

“It is with pride that I can see what has been achieved in the last 43 years. Quebec Native Women has become an association with a renowned expertise, with more than ten permanent employees, highly qualified and devoted, working on over 8 ever evolving and growing dossiers, and above all, let’s not forget our President, Vivian, who does an amazing job and for whom I have great admiration for her commitment and dedication.” - Carole Bussière



ABOUT US

Origin

Quebec Native Women (QNW) is a non-profit organization created in 1974 that defends the interests of Indigenous women from different nationsof Quebec, as well as Indigenous women living in urban areas.

The creation of Québec Native Women (QNW) precedes the rise of a political action group called “Droits égaux pour femmes indiennes”. This group was created by Mary Two-Axe Early, a Mohawk activist whose objective at this time was to amend the Indian Act to recognize the right to equality of Indigenous women.

As for QNW, it was women from different backgrounds who felt the need to get together to raise awareness of their concerns and priorities. Regardless of their nation of origin, these women realised the similarity of the problems faced by their respective communities, but also the isolation experienced among them.

Since its inception, QNW has been acting as a mouth-piece to communicate the needs and priorities of its members, including issues of equality, rights, justice, youth, health and violence.

QNW is also a bilingual organization, member of the Native Women’s Association of Canada. For several years now, QNW has been sitting at the table of the Assembly of First Nations Québec-Labrador, on the board of the Native Para-Judicial Services of Québec, on the Commission de développement des ressources humaines des Premières Nations du Québec and on many other Indigenous and non-Indigenous committees

Mission

The Association supports Indigenous women in their efforts to better their living conditions through the promotion of non-violence, justice, equal rights and health. Quebec Native Women also support women in their commitment to their communities.

ABOUT US

The team

The QNW team brings together a dozen experienced Indigenous and non-Indigenous women who work tirelessly for a cause they hold close to their heart. This team consists of:



Viviane Michel
President



Carole Bussière
Executive Director



Alana Boileau
*Justice and Public Security
Coordinator*



Jennifer Brazeau
*Bullying Prevention
Project Manager*



Donna Lemay
*Employment and Training
Coordinator*



Josiane Loiselle-Boudreau
Health Coordinator



Cynthia Smith
*Legal and Policy
Analyst*



Nathalie Bussière
*Receptionnist and
Coordinators Assistant*



Widia Larivière
Youth Coordinator



Isabelle Paillé
*Promotion of non-violence and
Women Shelters Coordinator*



Lauréanne Fontaine
*Communication
Officer*

ABOUT US

Elected council

QNW is administered by and elected council that is currently composed of 16 members elected by members at Nation Council meetings and at the Annual Gathering of members. The Elected Council consists of three Executive members, nine representatives (currently eight, since the Huron-Wendat nation does not have a representative), one representative of Indigenous women living in an urban centre, one youth representative, one elder representative, one employee representative and the Executive Director. In general, the elected council exercises all powers except those belonging to members, and may take any action that the organisation is authorized to take in accordance with the law, its letter patent and its Constitution.

Meetings of the elected council in 2015-2016

- February 6 and 7, 2016
- April 1, 2016
- June 11 and 12, 2016 (Strategic plan)
- July 7, 2016
- August 26, 2016

Members of EC

President : Viviane Michel

Vice-Président : April Dedam

Secretary-Treasurer : Mary Hannaburg

Nations Representatives

Abenaki Nation : Mandi Thompson

Algonquin Nation : Françoise Rupertthouse

Atikamekw Nation : Vivianne Chilton

Eeyou Nation : Linda L. Shecapio

Huron-Wendat Nation : Position to fill

Innu Nation : Marie-Josée Wapistan

Mig'maq Nation : Sylvia Barnaby

Mohawk Nation : Naomi George

Naskapi Nation : Pauline Quiscappio

Urban Areas : Donna Larivière

Youth Representative : Tania Larivière

Elders Representative : Roseann Martin

Employee Representative : Lauréanne Fontaine

Executive Director : Carole Bussière

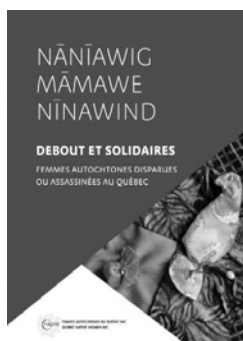


ACHIEVEMENTS 2015-2016

Publications

In addition to its fieldwork, QNW produces several tools and publications annually to support, inform and work with Indigenous community workers and professionals working with First Nations, with ministries or even the population in general. Over the past year, with a view to supporting the voice of Indigenous women, the QNW team has worked on several reports and submissions in order to provide the Indigenous women's point of view regarding their needs and realities.

See the publications which were issued in 2015-2016:



In December 2015, Quebec Native Women published Naniawig Mamawe Ninawind – Stand with Us, the first research report on the issue of Missing and Murdered Indigenous Women in Quebec.

“Préoccupations et recommandations pour contrer la maltraitance envers les femmes autochtones âgées” as part of the consultation framework for the development of the Plan d'action pour contrer la maltraitance envers les personnes âgées 2017-2022 (PAM 2017-2022), May 25, 2016. (In French only)



“Memoir” as part of the consultation on the elaboration of a Plan d'action interministériel en dépendance 2017-2022 », August 4, 2016.

Mémoire sur la « Priorités d'action en matière d'égalité aux femmes autochtones » dans le cadre de la consultation des organisations autochtones pour l'élaboration du plan d'action gouvernemental : Ensemble pour l'égalité entre les femmes et les hommes, 9 septembre 2016



Memorandum: Bill 99, an act to amend the Youth Protection Act and other provisions – The right to Indigenous cultural identity and collaboration for the future of our children and future generations, October 5, 2016

ACHIEVEMENTS 2015-2016

Events

Among the concerns of QNW, the interaction with its members and the transmission of the information emerging from the files on which the team is working is at the heart of the priorities of the organization. This is why each year, the QNW team tries to organize meetings and events which will become favorable grounds for networking and exchange of information. Furthermore, these occasions give QNW an opportunity to discover the opinion of its participants on specific subjects and to value their contribution by bringing the results of these meetings back to the heart of the work which will then ensue.

Here are the events organized by QNW in 2015-2016:



The speakers for the conference on October 3rd

“Turning towards our traditions: Valuing LGBTQ/Two-Spirited Aboriginals and fighting against sexual discrimination”

Justice Québec

Financial contributors for the conference “Turning towards our traditions: Valuing LGBTQ/Two-Spirited Aboriginals and fighting against sexual discrimination”

On October 3rd, more than 70 members of the LGBTQ/Two-Spirited community, Aboriginal community members, organizations and intervention workers gathered at QNW’s conference in Kahnawake “Turning towards our traditions: Valuing LGBTQ/Two-Spirited Aboriginals and fighting against sexual discrimination”.

By offering a secure space where members of the LGBTQ/Two-Spirited community could share their experiences and examples of best practices, we became a driving force for change in public opinion and within Aboriginal communities regarding sexual minorities. Through the promotion of environments that are more inclusive and secure we better insure the security, integrity and dignity of all our people.

The following steps will be the development of a post-conference report that will include recommendations based on the needs of the community, in the goal of preventing and acting against sexual discrimination towards LGBTQ/Two-Spirited Aboriginals.

ACHIEVEMENTS 2015-2016

Events

Help and support network for Indigenous women who are victims of sexual assault by police officers



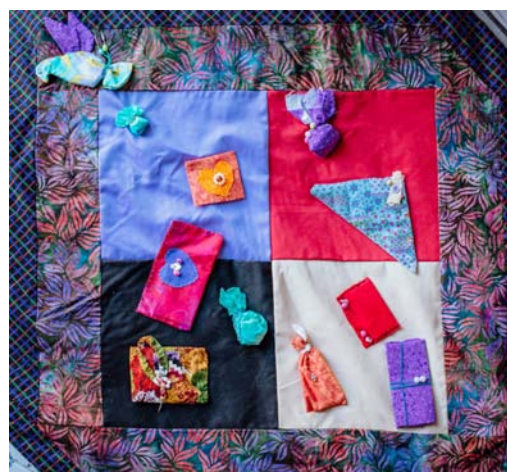
As a result of a request from Mrs. Jeannette Pilot, QNW brought together Indigenous women who were victims of sexual abuse by police officers from many of the regions of Québec in order to offer them space and activities for them to create a peer support network between women, and to introduce them to resources and services. The gathering took place on October 20 and 21, 2016 at the Kinawit cultural site in Val-d'Or. During the event, various activities were proposed to participants: a sharing circle, arts and crafts activity, a sweat lodge, as well as information sessions and a discussion regarding their needs.

On site, Elders, psychologists and frontline workers were present in order to accompany women throughout the event. After the event, a Facebook group was created in order for the participants to be able to continue sharing resources and helping one another.

Second gathering of the families - Missing and Murdered Indigenous Women and Girls

From October 27 to 30 2016, QNW organized a second annual gathering for relatives of Murdered or Missing Indigenous Women. Together, 17 individuals from 8 families and 6 nations met for four days in a culturally safe environment to share their experiences, grieve and to pursue their healing journey. The event allowed families who attended the April 2015 gathering to meet again while offering new families the opportunity to join the network that was created last year.

The program included an art therapy workshop, a sharing circle, a sweat lodge, a meeting with Commissioner Michèle Taina Audette, a drum workshop and the possibility of meeting with therapists for individual sessions.



A quilt made the families at the 1st family gathering

ACHIEVEMENTS 2015-2016

Representation Activities

Tables et committees

Thanks to the expertise gained by the organization over the years, QNW has been given the opportunity to sit on many tables and committees in order to inform the participants on the priorities and needs of Indigenous women. These various participations among these groups allow the organization to ensure that Indigenous women are always well represented and that their interests are put forward.

QNW sits on the following tables and committees:

- Round table on assaults of a sexual nature in Montréal, since 2012
- Network of partners against violence against women of the Jardins-Roussillon, since 2014
- Advisory committee of the Québec Coalition of Sexual Assault Centres, since 2015
- Watchdog Committee for the Committee on Relations with citizens as part of its mandate on the living conditions of Indigenous women in relation to sexual assaults and conjugal violence, since 2015
- Drawing board for the establishment of a prevention and intervention procedure in Montréal for missing or murdered Indigenous women, January 2016
- Indigenous socio-judicial forum, October 2015
- Comité de partenariat qui travaille vers la parité en emploi pour les femmes autochtones, depuis 2015
- Board of Directors of the Native Para-Judicial Services of Quebec (NPJSQ)
- Board of Directors of the Centre de justice des Premiers Peuples de Montréal, October 2015 to March 2016
- Sub-committee of the First Nations and Inuit Labour Market Advisory Committee on the socio-professional integration of Inuit and First Nations women offenders, since 2015
- École d'été de l'Institut du Nouveau Monde Committee, special edition 2016 World Social Forum
- "12 jours d'action pour l'élimination de la violence envers les femmes" committee, since September 2015
- Montreal Urban Aboriginal Community Strategy NETWORK and the Education and Employability Circle working committee, since 2009
- Seat at the board of the First Nations Human Resources Development Commission of Québec (FNHRDCQ), since 2011
- Employment Integration and Retention Committee, since 2015

The participation of QNW in these various committees and tables also gives the organization the opportunity to stay on top of the positions and points of view of the different actors involved in First Nations, on subjects which have or which could have an impact on Indigenous women, their families or their communities.

ACHIEVEMENTS 2015-2016

Representation Activities

Individual training

Each year, QNW team members participate in several trainings and conferences in order to deepen their knowledge and enrich their expertise. This continued learning process allows the organization to be in a better position to deal with changes and unforeseen situations, both inside and outside the organisation. These meetings also help employees in being more prepared to help the organization reach its objectives. Furthermore, these events are opportunities for networking and exchange between organizations working with First Nations and/or having common interests. The positive outcome of these meetings enables QNW to better meet the needs of Indigenous women, year after year.

In 2015-2016, the QNW team has kept up to date with the news by participating in the following events:

November 16 to 20, 2015
Seventh Meeting of Indigenous Women of the Americas in Guatemala

December 5, 2015
Design workshop for the campaign "Action for Indigenous Women"

December 8 - 9, 2015
Journées annuelles de santé publique

January 2016
Conférence Cannexus National, Career Development, afin d'aider au développement de carrière des clients

January 7-8, 2016
Summit of legal practitioners on missing or murdered Indigenous women in Winnipeg

January 27 2016
Advanced training "Speaking of Rights!" (Educational package on human rights for youth ages 13 to 17) by Equitas

February 10, 2016
Conference "Traumas historiques, discontinuité culturelle et problèmes de santé mentale dans la communauté autochtone montréalaise"

April 27 to 29, 2016
Gathering of families of missing or murdered Indigenous women in Nunavik, by the Saturviit Inuit Women's Association

June 14 to 15, 2016
Training "Assessing Community Readiness within Aboriginal Communities"

August 10 to 12, 2016
World Social Forum

August 22 to 26 2016
Université nomade du Réseau DIALOG « Femmes autochtones : de l'exclusion systématique à l'innovation sociale »

September 20 to 22, 2016
AFNQL forum on First Nations Policing

September 23, 2016
Training « Prévenir l'usure de compassion »

October 2016
Ateliers d'information sur l'examen des processus d'évaluation environnementales

ACHIEVEMENTS 2015-2016

QNW committee

Committee on the accusations of sexual abuse by the police

At the AGA, which took place on April 3, 2016, and in order to take action regarding the accusations of sexual assault by Indigenous women by police officers in Val-d'Or and in other regions of Québec, QNW members decided to create a committee on the accusations.

The following women are part of this committee :

- Françoise Ruperthouse
- Liz O'bomsawin
- Marie-Josée Wapistan
- Roseann Martin
- Josiane Loiselle-Boudreau
- Isabelle Paillé

The committee held 3 meetings, on May 10th, May 24th and June 11th, in order to reflect on ways to support the women who brought the accusations. The committee was asked to provide support during the Peer support network gathering of Indigenous women victims of sexual assault by police officers, organised in Val-d'Or from October 19 to 22, 2016.

This committee, created with the help of the Elected Council, also aims to increase the participation of its administrators and to support the organization in reaching its strategic goals and respecting its mission.

ACHIEVEMENTS 2015-2016

Project *Justice and Public Security*

The justice and public security coordinator works on legal issues in the lives of Indigenous women. In addition to providing aid and training to give Indigenous women better access to the Québec justice system, the coordinator documents and also represents the needs and priorities of these women when it comes to governments and other institutions.

In October 2015, QNW was highly sought after following the courageous accusations by the women of Val d'Or. In December 2015, Québec Native Women published Naniawig Mamawe Ninawind – Stand With Us, the first research report on the issue of missing or murdered Indigenous women in Québec. The report suggests various possible solutions which the organization has already begun to implement. Among others, we are working tirelessly with partners such as the Ministry of Public Security, the Montréal Police Service (SPVM) and the École nationale de police du Québec to improve and standardize the training for police officers across the province.

Over the course of the past year, QNW was also involved in various legal cases, including matrimonial property on the reserves, customary adoption and the Youth Protection Act. Ultimately, QNW regularly gives referrals to Indigenous women in search of support or resources on issues as varied as Indian Status, the prison system, the accusations of abuse or discrimination and relations with the police.



Working committee on the procedure of prevention and action for missing or murdered Indigenous women

As part of its collaboration with the urban strategy NETWORK of the Indigenous community of Montréal, QNW is leading a working committee which is bringing Indigenous urban organizations together with SPVM members. This committee is working to develop a procedure of prevention and intervention which will help to set up a communications network and a liaison officer to equip the Indigenous Nations and organizations should a disappearance occur in Québec. This procedure is also meant to provide more support to families, as well as better support to Indigenous women who are new to Montréal.

ACHIEVEMENTS 2015-2016

Project *Justice and Public Security*

National pre-enquiry into missing and murdered Indigenous women

As part of the Commission of the National Inquiry into Missing and Murdered Indigenous Women and Girls, QNW has lent a hand to Indigenous and Northern Affairs Canada in order to solicit support staff and participants to take part in the pre-inquiry, or consultation phase. QNW was also present at meetings in Montréal, Québec and Edmonton. In fact, we submitted our own needs and priorities to the Commission.



Indigenous socio-judicial forum

Together with Makivik, FNQLHSSC, the Cree Department of Justice and the Regroupement des Centres d'amitié autochtones du Québec, QNW represents the Indigenous perspective with regard to the Indigenous socio-judicial forum set up by the Québec Ministry of Justice. Together with representatives from the Barreau du Québec, the magistrature du Québec, the Director of Penal and Criminal Prosecutions and various provincial ministries, QNW is working to adapt and improve the judicial system for Indigenous people. Among others, we are working within three sub-committees on (1) education with respect to the judicial system; (2) awareness of socio-judicial workers and (3) the establishment of support programmes for Indigenous offenders in an urban environment.

Training on Indigenous women and justice

Since the happenings in Val d'Or, QNW has offered training and awareness presentations regarding the historical elements which have an impact on the lives of Indigenous women (Indian Act, residential schools, the "sixties scoop") and the current realities of Indigenous women (relations with the police, sexual assault, violence, resilience and mobilization) with regard to various institutions. Among others, QNW has trained SPVM and SPVQ investigators responsible for investigating allegations of sexual abuse by police officers, victim compensation programme staff and prosecutors for the Director of criminal and penal prosecutions responsible for analysing the Val d'Or files. In all cases, participants reported having learned a lot.



ACHIEVEMENTS 2015-2016

Project *Health*

The Health File aims to promote the health of Indigenous women living in Québec. Since the founding of the association, health has been an important part of the QNW activities. Since its inception, QNW has focused on the impact of violence and sexual aggression on Indigenous women and their families. Therefore, the main activities of the health file are the development of prevention, education and awareness projects in terms of sexual abuse in an Indigenous environment. QNW is also involved in contributing to attaining a better economic, political, judicial and, consequently, community health for Indigenous women. Finally, as the advice of QNW is often sought with regard to the health of Indigenous women, the continued development of its expertise in the health domain field is essential.

Editing of the training guide *Tsi Te Tio'karas Tatia'kénhe Tanon Tsi Te ioswat'the* –Walking through the dark and into the light: An intervention guide to dealing with sexual assault and its associated training.

In order to respond to a critical need in terms of intervention and training tools with regard to sexual abuse for the workers working with an Indigenous clientele, QNW has developed the document *Tsi Te Tio'karas Tatia'kénhe Tanon Tsi Te ioswat'the* - Walking through the dark and into the light: An intervention guide to dealing with sexual assault and its associated training. The final document is still undergoing linguistic revision.

Training tour on intervention with regard to sexual abuse of Indigenous women geared towards the Québec Coalition of Sexual Assault Centers (RQCALACS)

QNW is currently working on adapting the training *Tsi Te Tio'karas Tatia'kénhe Tanon Tsi Te ioswat'the* in order to offer it to the CALACS workers in 2017.

ACHIEVEMENTS 2015-2016

Project Health

Training tour in terms of sexual assault *Tsi Te Tio'karas Tatia'kénhe Tanon Tsi Te ioswat'the* - Walking through the dark and into the light with Native Friendship Centres of Québec

The allegations of violence and sexual abuse by Sureté du Québec police officers brought by Indigenous women from the region of Val-d'Or last October have elicited strong reactions in the Aboriginal environment and have led many people to break the silence about the abuse and injustice they suffered in the past or are still suffering from. The wave of accusations which followed shed light on the blatant need for psychosocial intervention for Indigenous clients. In this context, the Ministère de la Santé et des Services sociaux mandated QNW to offer the *Tsi Te Tio'karas Tatia'kénhe Tanon Tsi Te ioswat'the* training to the interveners working with the clients of ten Native Friendship Centres in Québec, members of the Regroupement des centres d'amitié autochtones du Québec (RCAAQ). The training tour will take place in 2017.

Help and support network for Indigenous women who are victims of sexual assault by police officers

As a result of a request from Mrs. Jeannette Pilot, QNW brought together Indigenous women who were victims of sexual abuse by police officers from many of the regions of Québec in order to offer them space and activities for them to create a peer support network between women, and to introduce them to resources and services. The gathering took place on October 20 and 21, 2016 at the Kinawit cultural site in Val-d'Or. During the event, various activities were proposed to participants: a sharing circle, arts and crafts activity, a sweat lodge, as well as information sessions and a discussion regarding their needs. On site, Elders, psychologists and frontline workers were present in order to accompany women throughout the event. After the event, a Facebook group was created in order for the participants to be able to continue sharing resources and helping one another.

ACHIEVEMENTS 2015-2016

Project

Non-violence and Women Shelters

The non-violence and Women Shelters coordinator plans the activities of the Quebec Native Shelters Network. Furthermore, she participates in committees that works towards the improvement of services to Indigenous women and that promotes the connection between Indigenous and non Indigenous resources. She also provides personalized assistance to guide women seeking access to appropriate resources. The coordinator sensitizes organizations and school environments to the realities of Indigenous women and initiates projects promoting non-violence in Indigenous communities.

Quebec Native Shelters Network

#01

October 19th to 23rd, 2015 in Maniwaki

Topic: The Youth Protection Act with regard to Indigenous youth and children. SIAA, the “système d’intervention d’autorité Atikamekw” also came to present the preliminary results of their success.

#02

February 11th to 15th, 2016 in Longueuil

Topic: Missing and murdered Indigenous women, as well as trafficking and sexual exploitation.

#03

October 2nd to 6th in Montréal

Topic: Action to be taken with regard to exposing a sexual assault on an Indigenous child.

ACHIEVEMENTS 2015-2016

Project *Non-violence and Women Shelters*

Anishnabe

In 2016, QNW visited the Centre de santé du Lac Simon and Kitci-Sakik and also went to the Memorial March for Maisy Odjick and Shannon Alexander in Kitigan Zibi.

Abenakis

For the second year in a row, QNW participated to the 5k Run for life, suicide prevention challenge in Odanak.

Innu

This year, QNW went in many Innu communities, Ekuanishit, Pakua Shipi and Unamen Shipu to give a presentation on the different forms of violence. QNW also visited the Centre de santé de Natashaquan.

Mohawk

In order to highlight the 10th Memorial March for Tiffany Morrison, QNW joined her family at the event in Kahnawake.

Presentations

473

students from 5 Colleges and Universities have attended a presentation from the non-violence coordinator

385

people from 8 QNW partner organizations have attended a presentation from the non-violence coordinator

128

participants from 4 events in special settings (exemple : prison Tanguay) have attended a presentation from the non-violence coordinator

200

police officers from the Service de police de la ville de Montréal (SPVM) including the SQ and RCMP have attended a presentation

124

federal employees from 30 different ministries have attended a Webcast on the reality of Indigenous women

ACHIEVEMENTS 2015-2016

Project Youth

Quebec Native Women (QNW) has had a Youth File Coordinator since January 2003. This coordinator ensures that the interests of Québec's young Indigenous women are defended and also promotes their social, political and civic involvement. The coordinator also acts as a representative to reinforce the needs, concerns and opinions of young Indigenous women on the regional, provincial and national front.

The year 2015-2016 was a pivotal year for the youth file of the organization. The Québec government gave QNW and other provincial Indigenous organizations the mandate to develop their very own and first Indigenous Youth Action Strategy which will be effective as of 2017, and for which a significant consultation with hundreds of Québec's Indigenous youth took place. Furthermore, the youth file also grew by becoming the project developer of a bullying prevention program, which allowed us to hire a full-time project manager and to determine the needs of the Indigenous community in this area, in order to eventually develop appropriate tools.

Finally, QNW was able to count on the vibrancy of young Indigenous women speaking out and giving voice to and showing leadership, whether through the numerous conferences presented by the Youth Representative of the organization, Tania Larivière, or during events such as the Young Indigenous Women Roundtable organized by QNW, which had a full house at the 2016 World Social Forum in Montréal.

Projects and partnership

2017-2022 Indigenous Youth Action Strategy

As part of the renewal of the Politique québécoise de la jeunesse, the Secrétariat à la jeunesse approached QNW, the First Nations Youth Network under the jurisdiction of the Assembly of First Nations Québec-Labrador (AFNQL) and the Regroupement des centres d'amitié autochtones du Québec (RCAAQ) in order to give them the mandate of co-developing a 2017-2022 Indigenous Youth Action Strategy. In order to do so, consultations were held with Indigenous young people from across Québec by meeting face to face with over 70 participants at the Kiuna Institution on September 16, 2016, and through an online survey. The high level of participation by youth allowed for the development of strategic orientations in which the objective will be to optimize the chances for success and the betterment of the Indigenous youth of Québec, including young women.

ACHIEVEMENTS 2015-2016

Project Youth

Quebec Native Women's Youth Council (QNWYC)

Quebec Native Women's Youth Council has been in existence since 2005 and is comprised of one Youth Representative and ten youth delegates; that is one representative from each of nine Québec First Nations and one from the urban setting. The mandate of the Quebec Native Women's Youth Council consists of defending the rights and interests of young Indigenous women in general, while having a right to vote at the QNW Board of Directors, by our Youth Representative. The QNWYC meets at least once a year in order to determine the broader guidelines of the QNW Youth file. The last meeting took place on Saturday, April 2, 2016, in Laval. The agenda for that day included following up on the various QNW projects and the election of the Provincial Youth Representative. For the 2015-2016 mandate, Tania Larivière was re-elected for the role of Provincial Youth Representative, with the help of her assistant and substitute, Vicky Bellefleur.

QNW Partner in the 5th Sommet jeunesse des Premières Nations

QNW was a partner in the 5th Sommet jeunesse des Premières Nations organized by the First Nations Youth Network, which took place from September 16 to 18, 2016 at the Kiuna Institution. The main objective of the event was to evoke the commitment of First Nations youth, ages 18 to 30, in communities and urban areas. This year, social engagement and entrepreneurship were the headlining themes of the Sommet. QNW was involved in the programming, organization and recruiting of young Indigenous women, facilitation activities and seeing to the overall successful progression of the event.

Roundtable "Jeunes femmes autochtones : porteuses d'espoir pour les sept prochaines générations" at the 2016 World Social Forum in Montreal

In its wish to elicit social commitment and leadership of young Indigenous women, QNW organized a roundtable of young Indigenous women who campaign for the respect of the rights of Indigenous peoples as part of the World Social Forum and in collaboration with the Institut du Nouveau Monde. The audience had a chance to listen to Tania Larivière, Anishnabe and QNW Youth Representative, Maïtée Labrecque-Saganash, Cree activist for the rights of Indigenous people, Natasha Kanapé Fontaine, Innu poetry slammer, Jennifer O'Bomsawin, Abenaki and co-spokesperson for the First Nations Youth Network, and Olivia Lya Thomassie, Inuk activist for the rights of Indigenous peoples. They all shared their journeys and their reflections and visions on the situation and future of Indigenous peoples. The roundtable was followed by a period of exchange with the audience, which consisted of approximately 150 people.

QNW, partner of the École d'été de l'Institut du Nouveau Monde (INM)

L'École d'été de l'Institut du Nouveau Monde (INM) is an annual event for youth geared towards ages 15 to 35, combining educational, deliberative, playful and artistic components in order to promote the participation of young citizens in public debates. Since 2008, QNW has been working in collaboration with the INM and other Indigenous organizations in order to promote the participation of Indigenous youth in this event. For the 2016 edition, QNW helped to recruit young Indigenous participants, as well as in the development of the programming of the Exploration component, the objective of which was to promote dialogue between Indigenous and non-Indigenous people.

ACHIEVEMENTS 2015-2016

Project *Legal and Policy*

The dossier of the legal and policy analyst involves maintaining the rights of the Indigenous women of Quebec and their future generations. The job consists of ensuring that our voices are heard, defended, protected and respected, on one hand, by all projects undertaken by QNW, and on the other hand, by the various federal, provincial and Indigenous policies. This is a position that focuses on the mandate and objectives of the organization, and sets out strategies for achieving them. The 2015-2016 legal and policy dossier addressed issues such as Indigenous identity and citizenship, governance and Indigenous women, youth protection and preservation of cultural identity, the impact of land use on Indigenous women, as well as Indigenous women and police violence and abuse. QNW was also represented at the various meetings and assemblies of the Chiefs of Quebec and Labrador and the various levels of government.

VII Continental Meeting of Indigenous Women of the Americas

From November 16 to 19, 2015, the QNW President, Legal and Policy Analyst, and Youth Coordinator attended the VII Continental Meeting of Indigenous Women of the Americas which took place in Guatemala. The goal of the meeting was to promote reflection, analysis and socialization around human rights and other issues relevant to the lives of Indigenous women, such as violence, racism, cultural identity affirmation, protection of intellectual property, sexual and reproductive health, political participation, the right to communicate, climate change impacts and questions of land access and territorial sovereignty. QNW President and the Legal and Policy Analyst also participated in the General Assembly of the Continental Network of Indigenous Women which took place following the VII Continental Meeting.

There is now a new Continental Coordination, as the representative of the Organization of Indigenous Peoples of Colombia, Arelis Uriana Guariyú, was elected to lead the Network.

Nation councils – Leadership Training

From late August to the middle of November, QNW visited 9 of its 10 member Nations, the Anishinaabe, Eeyou Istchee, Innu, Atikamekw, Naskapi, Mi'kmaq, Mohawk, Abenakis and the urban community. With funding from the Council on the Status of Women, training on women's leadership was developed in conjunction with the Table de concertation du mouvement des femmes de la Mauricie. This training was shared in the communities as a one and a half day workshop. QNW was able to take the pulse of the women in communities and assist them during a half day dedicated to the regional council of each nation.

ACHIEVEMENTS 2015-2016

Project *Legal and Policy*

Des Terres-Minées (Mined Lands Project)

As a result of QNW's participation in the World March of Women, a new project was developed in order to raise awareness about gender issues in extractive resource development, such as mining and pipelines. A tour of Indigenous and non-Indigenous communities across Québec took place, with activities such as discussion sessions and short videos. A few sessions took place in Native Friendship Centres in the Abitibi region and QNW's president participated in the activities organized in the Sept-Îles area.

Kaianishkat Project

The project entered its second year and the Supervisory and Coordinating Committee met on a bi-weekly basis in October and November to prepare the assessment meeting of the francophone researchers and to follow up on the case studies chosen by each of the researchers, as well as carry out the selection process and the organization of the training of the anglophone community researchers. Three community researchers from the Mohawk and Anishinabe Nations, Caitlin Tolley (Kitigan Zibi), Cheyenne Lazore (Akwesasne) and Gabrielle Lamouche (Kanehsatake) were selected to receive the training in April 2015, and to subsequently carry out case studies related to Indigenous women's identity.

World March of Women

In October 2015, QNW took part in the organization of the activities related to the World March of Women through regular meetings of a subcommittee of the Coordination called Link with the International. This Committee helped provide links between numerous women's organizations across the world and organizations in Québec in preparation for the World March of Women that took place on October 17, 2015.

Indigenous Women and Police Violence and Abuse

As part of the numerous activities and actions to support the Indigenous women that spoke out about police abuse in Val d'Or, QNW staff met in December 2015 with the independent observer named by the Québec government to the investigation, Fannie Lafontaine. We also participated in the Round Table on Indigenous women and police violence and abuse organized by the Regroupement of Friendship Centres, QNW, and Amnistie Internationale -Canada Francophone, among others. The objective of this Round Table was to bring together Indigenous organizations and human rights organizations in order to develop specific recommendations to present to the provincial government.

ACHIEVEMENTS 2015-2016

Project *Legal and Policy*

Assembly of the First Nations of Quebec and Labrador – Information session on Canada's response to the Descheneaux decision

In early September, AFNQL summoned the Chiefs and QNW to a special meeting on the Descheneaux decision. The Indian Act, as of 2016, is still discriminatory on several levels, especially when it comes to Indigenous women and their descendants. QNW was invited to participate in this briefing held by the Department of Indigenous and Northern Affairs Canada to be updated on the intention of the federal government following the Descheneaux decision. The Government of Canada has until February 3, 2017 to amend the Indian Act, as decided by the Superior Court of Quebec. An information session on this decision and its impact on Indigenous women, their descendants and our communities will be held during the QNW Annual General Assembly in December of 2016.

Indigenous Customary Adoption

On October 6, 2016, QNW was invited to the National Assembly for the tabling of Bill 113: an Act to amend the Civil Code and other legislative provisions as regards adoption and the disclosure of information. This bill seeks, among other things, legal recognition in the Québec legal system of customary Indigenous adoption practices. QNW will be convened to share its recommendations following this bill in November 2016.

Ongoing projects for 2017

Summer courses on Indigenous women's governance – for and by Indigenous women

In collaboration with UQAM, QNW is working on setting up a summer course for Indigenous female clients, to be offered in the summer of 2017. The topic to be explored will be the governance of and by Indigenous women. Women attending the course will receive university credits.

ACHIEVEMENTS 2015-2016

Project *Bullying prevention*

To address the important subject of violence and bullying among youth QNW has launched is “Aboriginal youth bullying prevention project based on traditional Aboriginal methods of conflict resolution”. With this project QNW hopes to narrow the gaps in resources on the subject of bullying and offer a culturally appropriate approach to address this concerning issue.

During the past year QNW has held consultation activities in Montréal, Laval, Trois-Rivière, Kawawachicamech, Val D’Or and Wemotaci. The consultations consisted of an activity adapted from Equitas “Speaking Rights Human Rights Education Toolkit”, a questionnaire on equity, inclusivity, violence and intimidation as well as a resource sheet given to each participant for students who may be victims of bullying.

During the consultations, more than 100 Aboriginal students, parents, teachers and support staff have had the opportunity to express their needs and concerns. Currently we are preparing a needs assessment report centred on the consultations. In partnership with Kiuna College, students in the second year Quantitative Methods course have been working on the analysis of the result of the questionnaires. A detailed needs assessment report will facilitate the review of the intersection of gender with other factors such as age, education, geography, etc.

For the next steps in the project we will be engaging our consultative committee comprised of youth, those who work with youth, and partners to develop much needed strategies and conflict resolution models.

By increasing our youth’s capabilities to prevent and resolve conflicts, we will ensure our young women and girls are growing in healthier environments and are better equipped to reach their full potential.

Financial contributors

Status of Women Canada

Financial funder for Quebec Native Women’s Aboriginal youth bullying prevention project based on traditional Aboriginal methods of conflict resolution.

Partnership

Kiuna College

- Principal partners for the project
- Collaboration in the development of the consultation
- Test site for the consultation
- Collaboration in the analysis of the consultation

Native Montreal & Tasiutigiiit

- Collaboration in the consultations for Montreal
- Regroupement des centres d’amitié autochtone du Qc (RCAAQ)**
- Collaboration in the consultations

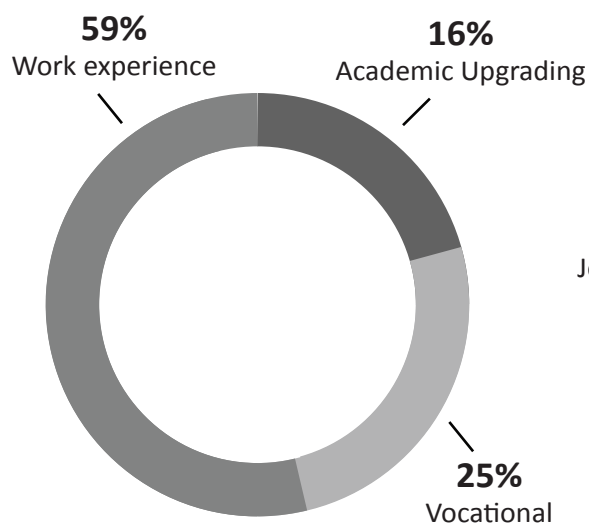
ACHIEVEMENTS 2015-2016

Project *Employment and Training*

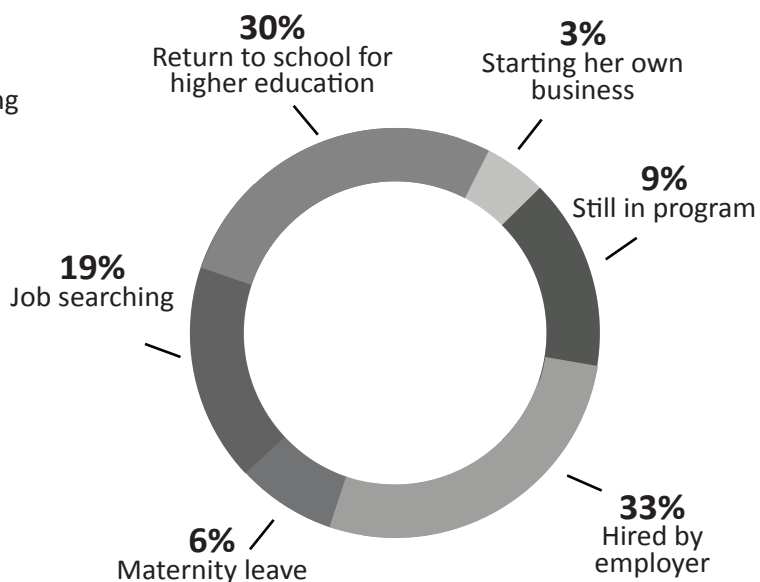
Quebec Native Women (QNW) provides support and services to underemployed or unemployed First Nations, Inuit and Métis women under the Employment and Training program. We offer them help and support to integrate into the labour market or to undertake training which meets their needs. The goal of the Employment and Training program is to augment the independence of our Indigenous women and to encourage the kind of self-reliance and independence that will help them to earn a living and have a better standard of living. We are targeting mainly urban women who need remedial courses to complete their high school diploma, to obtain the prerequisites needed to further their education, professional training, or to take part in programs to gain work experience.

QNW receives its financing from the Native Women's Association of Canada (NWAC) for the program called ASETS (Aboriginal Skills and Employment Training Strategy), which funds employment programs and services that help urban Indigenous women prepare for, obtain and maintain employment. Their priorities are employability, partnerships, accountability and results. Therefore, it is expected that our women be employed six (6) months after completing their program.

QNW programs fro 31 women



Where are they now ?



ACHIEVEMENTS 2015-2016

Project Communication

The year 2015-2016 was very important for the First Nations of Québec and Canada since the change of government at the federal level made way for a big step towards reconciliation. With regard to the communication file, the last year was also very eventful in terms of the media, with the announcement of the National Inquiry into Missing and Murdered Indigenous Women and Girls and the Indigenous women's accusations regarding police brutality against Indigenous women. QNW works daily to increase the dissemination of both information and its projects via various communication platforms. Furthermore, QNW put a lot of emphasis on the improvement of communication with its members this year.

New QNW Website

The steps towards the revitalization of the website began in February 2015 with the Onaki agency which, in collaboration with the communications officer, worked on a new hierarchy for the website and on completely redoing the graphics and programming. In the communication file, it was essential to replace the website since the one being used previously was not easy to navigate by users and did not allow the organization to work on it with ease.

After several months of work, the new QNW website was put online last September, ready to be used by both internet users and QNW team members. Furthermore, although the organization offered numerous workshops, training sessions and conferences, it was not possible to find this information online. Therefore, the new website now has a space reserved exclusively for the services offered by QNW and gives better access to the information, news, projects and events of the organization.



Design by Onaki Agency

The website is now hosted on the WordPress platform and offers new features such as the possibility to become a member online and an exclusive page for members. When it comes to long-term projects for the website, there is the creation of a newsletter which will be available on the exclusive page for members and which will also be sent by email.

ACHIEVEMENTS 2015-2016

Project Communication

"12 jours d'action" Committee

For over a year, the responsibility of the participation of QNW in the "12 jours d'action contre la violence faite aux femmes" has been assumed by the communications officer. This year, the committee decided to work on a campaign which will emphasize social media. The campaign will focus on five themes touching on different types of invisible violence:

- Colonial/sexist violence against Indigenous women
- Racist/sexist violence against racialized women
- Economic/sexist violence against women in a situation of poverty
- Institutional/sexist violence against non-status women
- Sexual violence and consent in an intersectional perspective.

These five themes will be covered in the form of illustrations which will be released one after the other over the course of November 2016. Each theme will be tied to an action which could be carried out by the community, as well as to a thematic file which will be hosted on the CDEAFC website. Furthermore, the images will also be distributed in post card format, which will include a request to the government according to the theme on the card. These cards can then be sent to the government or to a ministry in order to put pressure on the different themes.

Social Media

Over the past year, the QNW social media have grown significantly. Thanks to a viral post which reached over 690,000 people, QNW's Facebook page doubled in less than a year, going from 5,169 subscribers to **11,113**. This is why social media are an effective way to disseminate information and to create a dialogue with the members and the public.

Social media thus allow for:

- Informing on and promoting the activities of the organization;
- Stimulating the interest of members and subscribers in wanting to get involved in the organization and/or in the cause defended by QNW since 1974;
- Raising awareness of Indigenous realities by releasing original content on the activities of QNW and/or by sharing pertinent news articles;

514

Number of posts
in 2015-2016

7,5%

Average weekly
engagement

ACHIEVEMENTS 2015-2016

Project *Communication*

Over the last year, the news has been at the heart of the work of QNW, bringing the organization to react many times in order to share its position and to ensure the protection of and emphasizing the interests and well-being of Indigenous women. Here are the press releases published in 2015-2016:

Press release

October 22, 2015 | Quebec Native Women ask for an independent investigation for Val-d'Or's Sécurité du Québec

November 4, 2015 | Meeting with the Premier : QNW is asking for a judicial inquiry in the province of Quebec

November 10, 2015 | Quebec Native Women supports Uashat mak Mani-Utenam community during this crisis

December 8, 2015 | The first phase of the national inquiry meets expectations

December 14, 2015 | Quebec Native Women launches its report on Missing and Murdered Indigenous Women in Quebec

January 26, 2016 | Decision of the Canadian Human Rights Tribunal favours First Nations Children

March 17, 2016 | Quebec's new high school history curriculum falls short

March 23, 2016 | Budget 2016 : a long-term investment for First Nations

April 1, 2016 | The situation of Indigenous women in Val-d'Or is not an isolated case

April 6, 2016 | The decision of the Ministry of Public Security does not satisfy

May 10, 2016 | Canada recognizes the United Nations Declaration on the Rights of Indigenous Peoples

August 3, 2016 | The National Inquiry into Missing and Murdered Indigenous Women is officially launched

August 18, 2016 | National Inquiry into Missing and Murdered Indigenous Women and Girls : Quebec disengages

September 22, 2016 | Quebec Native Women - Turning towards our traditions: Valuing LGBTQ and Two-spirited Aboriginals and fighting against sexual discrimination

October 6, 2016 | The Government of Quebec Finally Recognizes Customary Adoption

October 20, 2016 | One Year Later: The Denunciations of Val-d'Or's Indigenous Women

ACHIEVEMENTS 2015-2016

Training Workshops

The expertise of QNW on the issue of Indigenous women allows it to offer several types of workshops, conferences and trainings to a large spectrum of people interested in developing their knowledge. Whether at the political, academic, professional, or even personal level and in an Indigenous environment or not, QNW's experience in the field allows it to offer workshops which meet the needs of participants. These workshops and conferences aim to reinforce knowledge, raise awareness and train participants through the transmission of information related to the various files on which the organization works.

During the year 2015-2016, and due to a strong demand, the QNW team offered a large number of workshops and conferences. Here are a few examples of workshops, trainings, and conferences facilitated by QNW over the last year:

<p>#01</p> <p>Piwaseha et Wedokodadowin Training</p>	<p>#02</p> <p>Kaianishkat training of Indigenous community researchers</p>	<p>#03</p> <p>Training by CLÉS to counteract sexual abuse</p>	<p>#04</p> <p>Compassion fatigue training</p>
<p>#05</p> <p>Conference on the realities of Indigenous youth</p>	<p>#06</p> <p>Conference on Missing and Murdered Indigenous Women</p>	<p>#07</p> <p>Conference on the mobilization of Indigenous youth</p>	<p>#08</p> <p>Workshop "The Circle and the Box"</p>
<p>#09</p> <p>Conference on the mobilization of Indigenous women with regard to their human rights</p>	<p>#10</p> <p>Activity to raise awareness on sexual assault "My Sexuality, it's about respect: Break the Silence!"</p>	<p>#11</p> <p>Conference on Cultural Safety</p>	<p>#12</p> <p>Conference on the realities of Indigenous women</p>