

# ANNUAL REPORT 2023-2024

51 |

## ELECTED COUNCIL

President : Marjolaine Étienne

Vice-President : Gabrielle Vachon-Laurent

Secretary-Treasurer : Sonia Chachai

Abenaki Nation : Florence Benedict

Anishinabe Nation : Verna Polson

Atikamekw Nation : Viviane Chilton - April to May 2023

Sonia Chachai - May 2023 to this day

Eeyou Nation : Charlotte Ottereyes

Huron-Wendat Nation : Ève Bastien

Innu Nation : Marie-Josée Wapistan

Mi'gmaq Nation : Roseann Martin

Mohawk Nation : Melissa Montour

Naskapi Nation : Annie Tooma

Wolastoqiyik Nation : Catherine Desjardins

Urban Setting : Hélène Lalo

Youth Representative : Wynona Neashish

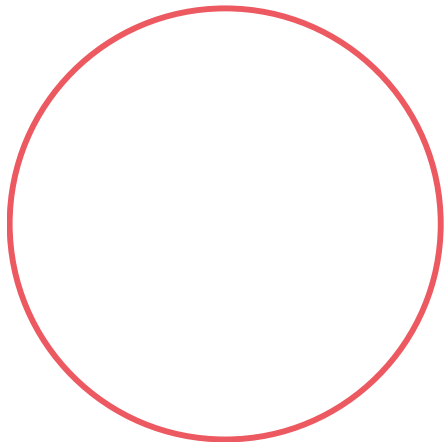
Elder Representative : Cécile Mark

Interim Executive Director : Laura Rock

Employee Union Representative : Sophia Dupont

Not pictured :  
Gabrielle Vachon-Laurent  
Verna Polson  
Florence Benedict  
Wynona Neashish  
Catherine Desjardins  
Ève Bastien  
Viviane Chilton

Elected Council	<b>2</b>
Word from the President	<b>4</b>
Word from the Interim Executive Director	<b>5</b>
Highlights	<b>6</b>
Presentation	<b>7</b>
President's Highlights	<b>8</b>
Interim Executive Director's Activities	<b>11</b>
Status of files	<b>13</b>
Our team	<b>38</b>
Independant Auditor's Report	<b>40</b>
Acknowledgements	<b>43</b>
Finances 2023-2024	<b>44</b>
Acronyms	<b>45</b>
Editorial	<b>46</b>
Photos	<b>47</b>



## **WORD FROM THE PRESIDENT**

Dear members and partners,

My 2021-2024 term as the 13th President of Quebec Native Women will soon come to an end. The mission of our organization is far from over and will continue. I believe that the recent celebration of the 50th anniversary (QNW) and the Great Summit was a significant event in the history of First Nations women, and it also rallied those who were not already completely sure that our organization is more relevant than ever and that it is destined to last for generations to come.

Quebec Native Women has been defending the interests and rights of Indigenous women since 1974. There is plenty of challenges to face. It is sometimes difficult to respond to all the needs and demands, which is why it is so crucial to work in partnership. However, I can only emphasize how much I see our unwavering commitment in the face of obstacles and challenges, day after day.

I am profoundly grateful to our Executive Board, our Board of Directors, our team, our members and our valued partners for their generous support. All of QNW's accomplishments would not be possible without you.

Together, we remain committed to working to improve the lives of Indigenous women and their families, no matter where they live.

Tshinashkumitinau.  
Thank you.

Marjolaine Étienne  
President



## **WORD FROM THE INTERIM EXECUTIVE DIRECTOR**

Dear members and partners,

It is with great pride that I present the Quebec Native Women Annual Report for 2023-2024. This year has brought challenges, but also significant achievements that testify to our resilience and determination to promote the rights and well-being of Indigenous women.

We continued to strengthen our programs and activities, developing innovative initiatives and specialized training to enhance and promote the contributions of Indigenous women in all sectors of society. Our collective efforts have created safe and inclusive spaces, including the Great Summit and the hugely successful 50th anniversary of QNW.

On behalf of the entire QNW team, I would like to express my deepest gratitude to everyone who has contributed to our success this year. Your commitment and unwavering support are essential to our mission.

With all my gratitude,  
tshinashkumitinau.

Laura Rock  
Interim Executive Director

### **GREAT SUMMIT AND 50TH ANNIVERSARY**

---

Gathering of 160 women from all Nations across Quebec to discuss the future of defending their rights and celebrate half a century of achievements.

### **QUEBEC FIRST NATIONS WOMEN'S SPACE**

---

Creation of a NPO by Quebec Native Women, whose mission is to support First Nations women victims of family, domestic or sexual violence.

### **WOMEN AND LEADERSHIP PROGRAM AT FNEE**

---

The program, co-created by Marjolaine Étienne, has enabled nearly 130 women to acquire new skills in governance and leadership.

### **REFUGE MITSHUAP**

---

Temporary administrative support for Refuge Mitshuap, whose mission is to support Indigenous people experiencing homelessness in Montreal.



## MISSION

We represent and defend the interests of all Indigenous women across Quebec, with the aim of improving their living conditions through the struggle for equality, justice, non-violence, education, health and economic and social security. Through mobilization and unity, we will work for greater autonomy and greater participation by women in all spheres of society.



Quebec Native Women will implement the actions necessary to develop women's full potential and support their desire to increase their skills and autonomy. QNW will work to put in place the winning conditions through representations and the deployment of concrete initiatives for the positive development of women. This is how QNW fights against policies, practices and laws that perpetuate inequality and discrimination.

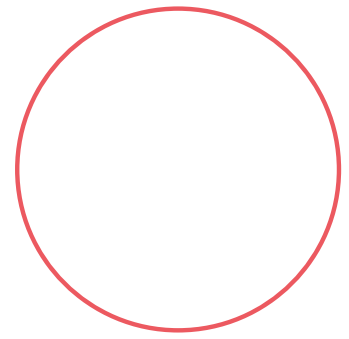
## VISION

Together and united, Indigenous women will achieve equality and justice. Indigenous women aspire to live in an environment that respects their rights and aspirations. They want a harmonious future marked by justice and equality.



## OUR VALUES

- Unity
- Justice
- Leadership
- Empowerment

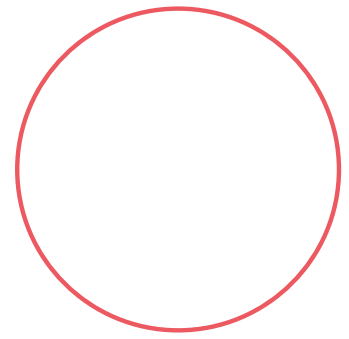


## PRESIDENT'S HIGHLIGHTS

---

- My priority for 2023-2024 was to secure the necessary funding for the Great Summit. I am particularly proud to have raised no less than 1.2 millions to hold a Great Summit on the future of Indigenous women's rights, at which 160 women from all Nations in Quebec discussed central themes that concern them.
- \$300,000 over three years from the Secrétariat à la condition féminine to fund women's participation in the 'Women and Leadership' program at the First Nations Executive Education.
- \$300,000 in pre-start-up funding for a non-profit organization whose mission is to support First Nations women who are victims of domestic, family and/or sexual violence.
- \$260,000 to implement a project to map missing and murdered Indigenous women, girls and 2SLGBTQQIA+ people.
- \$110,000 to set up the 'Let's create stories of change and leadership for our individual and collective rights' project, as set out in the UNDRIP and General Recommendation no. 39.
- \$90,800 in funding for a summer school on the rights and international issues of Indigenous peoples in the French-speaking world, in collaboration with Université Laval's Faculty of Law, the Université du Québec en Outaouais, the High Commissioner for Human Rights, the Social Sciences and Humanities Research Council and the Fonds de recherche du Québec.
- \$80,000 over four years for a research partnership on the leadership and participation of Indigenous women.
- Return to the Board of Directors of the Native Women's Association of Canada (NWAC).
- President's Tour of the Nations: visits to women of all Nations to their communities and consultations on the individual and collective rights of Indigenous women and girls.

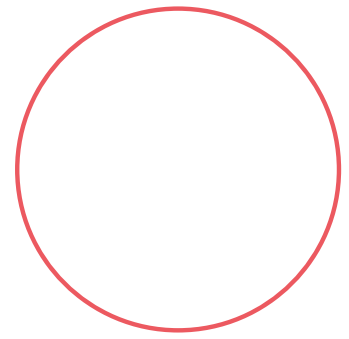




## PRESIDENT'S HIGHLIGHTS (CONT.)

---

- Publication of a 2024 article in the book 'L'État du Québec' by l'Institut du Nouveau Monde titled 'La place des femmes autochtones du Québec en politique et dans les sphères décisionnelles' (The place of Quebec's Indigenous women in politics and decision-making).
- Opinion piece published in La Presse on the occasion of the National Day of Truth and Reconciliation 2023-2024.
- Participation in a number of panels and webinars:
  - Homelessness on Radio-Canada
  - Parity and sustainable development with the Groupe Femmes Politique et Démocratie
  - Indigenous leadership and governance at the KWE! Festival
  - The use of resources and the role of Indigenous women at First Nations of Quebec and Labrador Sustainable Development Institute (FNQLSDI)
- Conferences for a number of organizations, including:
  - MNP
  - Fisheries and Oceans Canada
  - Roussillon Community Development Corporation
  - Secrétariat à la condition féminine (SCF)
  - Forum en égalité – SCF
- Seat on the Indigenous Women's Circle of Canada to promote gender equality for Indigenous women.
- Seat on the Follow-up Committee for the Act 79 (An Act to authorize the communication of personal information to the families of Indigenous children who went missing or died after being admitted to an institution).
- Seat on the Indigenous Women's Committee, a forum for discussion and consultation between Indigenous women and the Quebec government on issues affecting First Nations and Inuit women.
- Start-up work to set up a strategic liaison committee to support First Nations with the City of Saguenay and the Opitciwan Atikamekw Council.



## **PRESIDENT'S HIGHLIGHT (CONT.)**

---

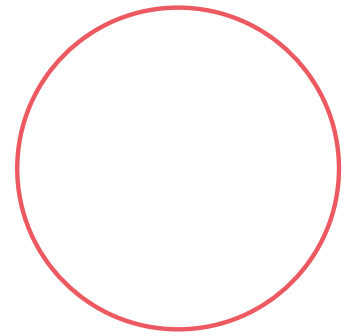
- Receipt of the Lieutenant Governor's Medal for Exceptional Merit on behalf of QNW.
- Receipt of the Action Week Against Racism (SACR) Award on behalf of QNW.
- Various political meetings, including with:
  - Secrétariat aux Relations avec les Premières Nations et les Inuit
  - Crown-Indigenous Relations
  - Indigenous Services Canada
  - Secrétariat à la Condition féminine
  - Ministère de la Justice du Québec
  - SPVM
  - City of Saguenay
  - City of Montreal
  - Assembly of First Nations Quebec-Labrador
  - Native Women's Association of Canada
  - AFNQL Council of elected Women

## **CONCLUSION**

In conclusion, 2023-2024 was a year of significant progress for Quebec Native Women. Thanks to our strategic plan, we have strengthened our visibility and our role as a pillar in terms of defending Indigenous women's rights, creating new partnerships and launching crucial initiatives.

Meeting tours and consultations have highlighted the importance of knowledge transmission and the inclusion of women in decision-making spheres. Milestone events such as the Great Sommet and the 50th Anniversary Gala celebrated our successes.

Despite the challenges, we remain determined to overcome them. Together, we will continue to work for a more equitable future for all Indigenous women in Quebec. Finally, our warmest thanks to our Executive Council, Board of Directors, team, members and partners for their support.



## INTERIM EXECUTIVE DIRECTOR'S ACTIVITIES

---

I have been very involved in human resources management, ensuring rigorous monitoring of staff movement, recruitment, and the well-being of our employees. This includes:

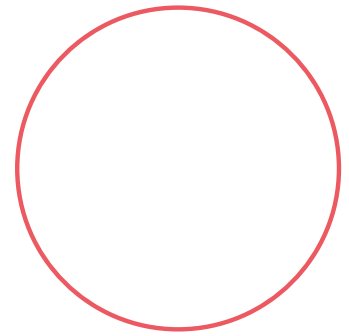
- Several appointments and hirings in various positions
- Follow-up of individual files with employees
- Facilitation of monthly team meetings
- Hiring process (job postings, hiring interviews, exit interviews, orientation process for new employees, etc.)
- Managing and authorizing leaves

Working closely with the President, I have supported a number of strategic projects and major events, including:

- Organization of the 50th anniversary and Great Summit
- Creation of a new visual identity with the company Absolu
- Preparation and participation in meetings of the Board of Directors
- Periodic work sessions (1 to 2 days per session) with the President and the Finance Director to monitor and/or update current and upcoming projects
- Exhibition of the MMIWG work at the Musée ilnu de Mashteuiatsh
- Creation of the Quebec First Nations Women's Space organization
- Working with MNP on QNW By-laws
- Management with Mallette regarding the hiring process for the Executive Director of the Quebec First Nations Women's Space organization

I was responsible for the coordination and financial monitoring with our partners to ensure the sustainability of our projects, in particular with:

- Renewal of our agreements
- Fund management for Mitshuap
- Financial and activity reports
- Analysis and coordination of applications for financial support from various provincial and federal ministries



## **INTERIM EXECUTIVE DIRECTOR'S ACTIVITIES (CONT.)**

---

In collaboration with the Communications Coordinator, I have set up a monthly newsletter to keep our members and partners informed of developments and activities within the organization.

I have also been actively involved in a number of committees and meetings to promote our priorities, including:

- SCF Women's Committee, in collaboration with the President
- Participation in the meeting of the Network of Indigenous Shelters with the coordinator of this file
- Meeting in Winnipeg with the Pathy Family Foundation

I also coordinated the organization of our annual lac-à-l'épaule to encourage team building, strengthen the spirit of collaboration and work on the strategic objectives for the coming year.

### **CONCLUSION**

This year has been marked by an ongoing commitment to strengthen our teams, optimize our resources and build lasting partnerships. Our involvement in the day-to-day management of human resources, the meticulous monitoring of our relationships with our partners and the coordination of major projects all bear witness to the dedication of the QNW team to maintaining a solid, resilient organization aligned with its values.

The various initiatives carried out with the President and the different coordinators have reinforced our presence in our communities. Every project, from the organization of the 50th anniversary and the Great Summit, to the creation of the Quebec First Nations Women's Space, has contributed to our shared mission and strengthened the spirit of collaboration within our team. As we look to the future, we will continue to build on this momentum, with renewed energy, to meet the challenges ahead and pursue our objectives with determination and commitment.

Domestic and Sexual Violence Initiatives' Support

---

Sexual Exploitation Prevention

---

Promotion of Non-Violence and the Network of  
Indigenous Shelters

---

Youth

---

2SLGBTQQIA+ Information and Research

---

Global Health

---

Justice and Public Safety

---

Mapping Project on Missing and Murdered Indigenous  
Women, Girls and Two-Spirit People in Quebec

---

Missing and Murdered Indigenous Women, Girls and  
2SLGBTQQIA+ People (MMIWG+2S)

---

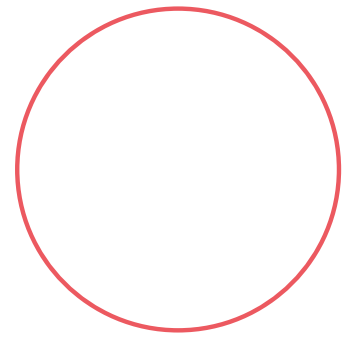
Systemic Racism and Discrimination

---

Quebec First Nations Women's Space

---

Media and Communications



## DOMESTIC AND SEXUAL VIOLENCE INITIATIVES' SUPPORT

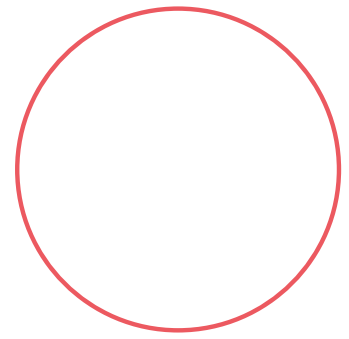
---

### CONTEXT

The needs of the province's various communities in terms of fight against domestic and sexual violence continue to grow. This is due to various requests from Indigenous and non-Indigenous communities. The scope of this issue has broken down the taboos surrounding these particular problems. The main objective of the mandate is to meet the needs of support workers and the population of Indigenous communities with regard to both domestic and sexual violence. This mandate makes it possible to hold workshops and presentations at the same time, while providing backup support as needed.

### ACHIEVEMENTS

- Training on coercive control with the Regroupement des maisons d'hébergement pour femmes victimes de violence conjugale (RMFVVC) for Indigenous police forces and support workers from the Network of Indigenous Shelters.
- Collaboration with the ENQP and the Directeur des poursuites criminelles et pénales (DPCP) for a training session for Indigenous police forces on family violence, domestic violence and sexual violence. Police forces having received the training are Timiskaming Police Force, Kebaowek Police Department, Kitigan Zibi Police, Eeyou Eenou Police Force (Chisasibi, Mistassini, Oujé-Bougoumou, Waswanipi, Nemaska, Eastmain, and Waswaganish), Nunavik Police Service (Kuuujuaq, Puvirnituaq, Kuujuarapik and Whapmagoostui), Sécurité publique de Pessamit, Corps de police de Pakua Shipi, Sécurité publique de Uashat mak Mani-Utenam, Service de police de Wendake, Sécurité publique d'Opitciwan, Service de police de Manawan, Kahnawake Peacekeepers, Akwesasne Mohawk Police Service, Sécurité publique de Mashteuiatsh, Police Essipit, Sécurité publique Wemotaci, Listuguj Police Department, Gesgapegiag Police Department, and Naskapi Police Force.
- Akupitaun Project – The purpose of this guide is to provide information to victims of sexual crimes, while demystifying the legal process and describing possible remedies. This project is in collaboration with Éducaloi and QNW's Justice and Public Safety Coordinator.



## DOMESTIC AND SEXUAL VIOLENCE INITIATIVES' SUPPORT (CONT.)

---

- Partner in the MATAMACIMOTON training project run by the Université du Québec en Abitibi-Témiscamingue's Continuing Education Department for the development of areas dealing with the realities of Indigenous women.
- Collaboration on the development of training for CAVAC support workers following the launch of the *Guide to providing socio-legal support for First Nations and Inuit Persons: For Culturally Safe Accompaniment When Going Before the Court*.
- Other presentations in various settings such as universities and community organizations.

## **SEXUAL EXPLOITATION PREVENTION**

---

### **CONTEXT**

Isabelle Paillé, initially Health Coordinator, took over the dossier on the prevention of sexual exploitation in January 2024. Bénédicte Philippe was responsible for this file from February 2023 to September 2023.

The guidelines of the 2024-2025 Action Plan for the prevention of sexual exploitation are to produce current findings on the reality of sexual exploitation in Indigenous communities, create an awareness and prevention campaign, and develop tools and training. This project targets support workers in Indigenous communities as well as community members, in order to be proactive in order to prevent this increasingly prevalent issue.

### **ACHIEVEMENTS**

#### **Committees and Partnerships**

Le Phare des AffranchiEs (Lueur and Côte-à-Côte projects), the Escouade intégrée de lutte contre le proxénétisme (EILP), the Table régionale de concertation en exploitation sexuelle des mineurs au Centre-du-Québec, the Coalition québécoise contre la traite des personnes, Intersexion, the Ottawa Coalition to end Human Trafficking and various police forces across Quebec, depending on the location of the missing persons.

#### **Training**

There is basic training for support workers on prostitution, trafficking, sexual exploitation and Missing and Murdered Indigenous Women and Girls (MMIWG). This training was given at the Cégep du Vieux Montréal to students and teachers, and in Gatineau during a day-long conference organized by La Piaule for various support workers who work closely or remotely with sexual exploitation prevention issues. A total of 138 people took part in the training. A second training session is currently being developed to highlight the results of the consultations set out in the Action Plan.

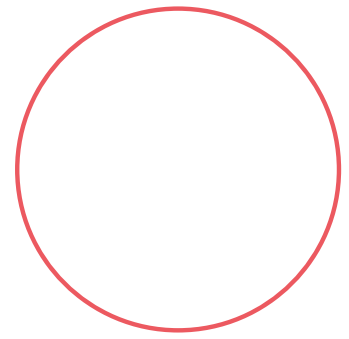


## SEXUAL EXPLOITATION PREVENTION (CONT.)

---

### **Summary of Activities**

A number of meetings were held to explore possible partnerships, such as with the Women's Centre of Montreal, CALACS Abitibi, the SPVM's Patrouilles conjointes autochtones, the Institut national de santé publique du Québec (INSPQ) and numerous others. Attending conferences and symposiums such as Traffic Jam on trafficking of First Nations and Inuit people in Ottawa, Dialogue for Life, QNW's Indigenous Women's Shelter Network, allows us to keep abreast of new information on sexual exploitation. These meetings with various organizations have enabled us to carry out consultations to learn about the current state of sexual exploitation, and more specifically, of Indigenous women and girls.



## **PROMOTION OF NON-VIOLENCE AND THE NETWORK OF INDIGENOUS SHELTERS**

---

### **CONTEXT**

The Promotion of Non-Violence and the Network of Indigenous Shelters is an important issue for Quebec Native Women (QNW). It is the oldest file at QNW, which was the first organization to denounce violence in Indigenous communities in Quebec.

The Network of Indigenous Shelters is comprised of 15 women's shelters

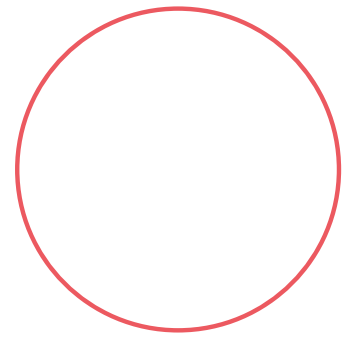
### **ACHIEVEMENTS**

We held two meetings during the 2023-2024 fiscal year. The first meeting was held on October 31 and November 1, 2023, at the Delta Hotel in Montréal. A total of 21 participants from 13 Indigenous women's shelters attended the meeting. There were numerous presentations from various organizations such as:

- Sexual exploitation and human trafficking
- "What do you know about coercive control?"
- Addictions and Violence Prevention
- Technological violence
- New version of the Family Violence Prevention Toolkit

The second meeting was held on March 19, 20 and 21, 2024 in Montreal at the Sheraton. In all, there were 22 participants from 12 Indigenous women's shelters. Each shelter had the opportunity to share updates from their respective shelters. Presentations were made by various organizations, including:

- Quebec First Nations Women's Space and TELUS Mobility for the Future Project
- Miyoskamik presented their new second-phase housing project and the new Saralikitaaq, a community social pediatric centre located in the same building, which offers a variety of programs and healthcare services
- Naloxone - PROFAN 2.0 training
- A New Day: human trafficking training



## **PROMOTION OF NON-VIOLENCE AND THE NETWORK OF INDIGENOUS SHELTERS (CONT.)**

---

We met our goal of meeting with Network of Indigenous Shelters twice a year. Overall, an evaluation was completed at the end of each meeting by the participants, and I am pleased to report that participants were very satisfied.

The Network of Indigenous Shelters has demonstrated its effectiveness and expertise in working with Indigenous and non-Indigenous resources. The promotion of non-violence is always addressed, and our discussions on this subject enable exchanges that are highly beneficial for support workers. It is essential that the promotion of non-violence and this network pursue their activities, because the needs are always expressed by the communities.

In addition, we have of a new component to the file, entitled “Comprehensive Shelter Profile”. The goal was to get a better understanding of the shelters and their specifications, including geographical factors, resources, and services available. Only the seven (7) Indigenous shelters funded by Indigenous Services Canada participated due to the source of the funding. The project entails a visit to each shelter and a completion of a 6-page questionnaire which, at the end of the project, will be compiled and provided to the participating shelters and to Indigenous Services Canada. My first visit took me to Aspukun Mistshuap in Matimekush then to Kathleen Tooma’s Beautiful Dawn Center in Kawawachikamach. The balance of the visits to shelters will be completed in the fiscal year-2024-2025.

## YOUTH

---

### CONTEXT

The Youth Coordinator oversees the Quebec Native Women's Youth Action Plan, organizing events and initiatives that expand networks and advocate for young Indigenous women's interests across Quebec and Canada.

### ACHIEVEMENTS

First Youth Council Meeting (April 1-2, 2023, Wendake): Eight youth council members gathered for the year's first meeting, brainstorming with a consultant on the five Action Plan priorities: social and political participation, employment, reducing violence, tackling inequality, and improving health. The second day focused on team building, including creating a talking stick for future use and participating in a talking circle in a longhouse.

Land-Based Knowledge Youth Event (July 27-30, 2023, Wendake): Out of 74 applicants, 17 young women attended workshops on Moon Ceremony Teachings, Plant Medicine, Wilderness Skills, and Tea and Tincture Making. The participants found the event impactful, engaging deeply with Indigenous practices and knowledge.

Mamu Nikantetau Walk (September 23-30, 2023): Hosted by Puamun Meshkenu, this 300 km walk from Pessamit to Maliotenam included Indigenous youth and non-Indigenous allies, fostering open dialogue on challenges facing Indigenous peoples, both past and present.

Second Youth Council Meeting (November 24, 2023, Montréal): Held during QNW's Annual General Assembly, eight youth council members presented on their respective nations and participated in a Q&A session to deepen understanding of cultural diversity within the council.

Workforce Skills Training Workshop (December 9-10, 2023, Wendake): Nine participants from six nations engaged in sessions on résumé writing, cover letter preparation, job searching, and employability resources, hosted by the First Nations Human Resources Development Commission of Quebec.

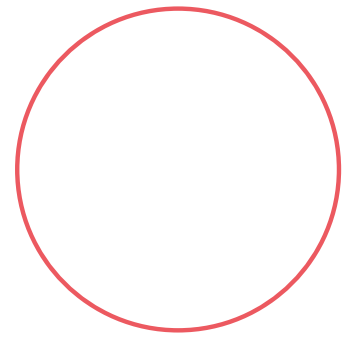
'Meet our Youth Reps' Series (Nov 2023 - Apr 2024, QNW Youth Facebook): Profiles of Youth Council members were shared on Facebook to increase engagement and familiarize Indigenous communities with the council representatives.

## YOUTH (CONT.)

---

### **CONCLUSION**

The coordinator's activities aligned with the Action Plan, advancing health, employment, and safety for Indigenous women. Participation in events provided valuable insights into Indigenous youth needs and fostered strong connections within and beyond the Quebec Native Women's network, strengthening relationships with communities and organizations across various nations.



## 2SLGBTQQIA+ INFORMATION AND RESEARCH

---

### CONTEXT

Following the path initiated in the 2016 Conference and subsequent report on 2SLGBTQQIA+ people, 'Se tourner vers nos traditions' (Turning to our traditions), Quebec Native Women continues promoting greater inclusion and recognition of 2SLGBTQQIA+ people through the 2SLGBTQQIA+ and the Information and Research 2SLGBTQQIA+ files.

The mandate of 2SLGBTQQIA+ files is to consult women and Indigenous 2SLGBTQQIA+ people from Quebec and develop appropriate resources and tools to combat social discrimination and inequality in communities and urban areas.

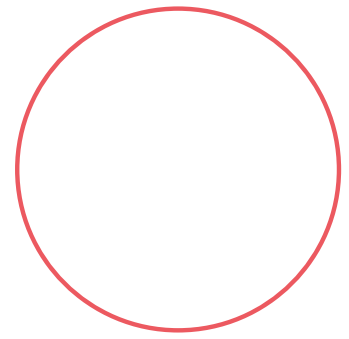
### ACHIEVEMENTS

#### Consultations

A consultation process on topics such as discrimination, social inequality, access to services, healing experiences and processes, and 2S and Indigiqueer rights issues has been started and will continue until the end of this year.

#### Development of Tools

Based on consultation results and under the guidance of an Advisory Committee, the coordinator started the creation of a 2SLGBTQQIA+ Toolkit, which includes a "Resource Guide for the Holistic Well-Being of 2S and Indigiqueer People", and an introductory brochure regarding "Sexual and Gender Identities". These two resources are in progress, and are expected to be published in March 2025.



## 2SLGBTQQIA+ INFORMATION AND RESEARCH (CONT.)

---

### **Workshops**

QNW offered sessions on Indigenous gender diversity to Cegeps. To give continuity to this project, the coordinator developed the workshop "Introduction to Two-spirit and Indigiqueer Identities," aimed at helping diverse service providers familiarize themselves, in a general way, with gender diversity in an Indigenous context. To this day, this workshop has been presented at the UQAM and to non-indigenous organizations such as Divergenres and AlterHéros.

### **Other Events**

In partnership with the Indigiqueer Circle, QNW held a Healing Day on October 5th for Indigenous 2SLGBTQQIA+ people.

## GLOBAL HEALTH

---

### CONTEXT

Émilie Aubin joined the QNW team at the beginning of May 2024, several weeks after the end of the period covered by this report. The report presented here therefore covers the activities of the previous health coordinator, Isabelle Paillé.

In 2023-2024, the health coordinator provided several online training workshops on the social determinants of Indigenous women's health. These workshops were offered in various settings across Quebec (schools, government, ministries, etc.). She also distributed documentation and support tools to various groups, including QNW members, Indigenous communities, students, healthcare professionals and support workers.

The health coordinator continued her involvement in various committees and round tables dealing with the overall health of Indigenous women. These include:

- First Nations and Inuit Perinatal Advisory Committee
- Précisa's Permanent Working Group on Indigenous Health in Times of Crisis
- Indigenous Health Advisory Circle of Montreal
- Local Accessibility Table for Urban Services for Indigenous People in Montreal
- The Indigenous Navigators Committee for Doctors of the World



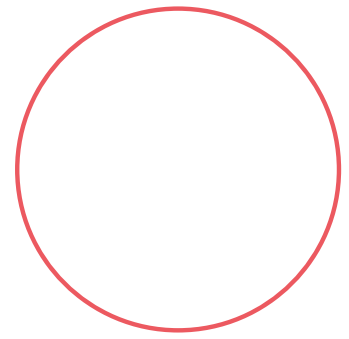
## GLOBAL HEALTH (CONT.)

---

QNW has also been involved in a number of research projects, notably on various advisory committees. For example, the ministère de la Santé et des Services Sociaux du Québec's pilot project entitled *La sécurisation culturelle dans les pratiques quotidiennes : Diagnostic organisationnel et accompagnement du personnel du CCSMTL*. The aim of this ongoing project is to adapt hospital services to make them more culturally secure for Indigenous and Inuit users in Montréal.

During the same period, QNW was asked to take part in various government consultations on health and wellbeing. These include work on the development of Bill 32 (An Act to establish the cultural safety approach within the health and social services network). QNW's involvement in this bill resumed in the fall of 2024, when the last parliamentary session resumed, and continues to this day.

The global health file brings together a number of priority issues for the protection of Indigenous women's rights. I understand the importance of these issues and I'm very proud to be taking over the responsibility for this important file.



## JUSTICE AND PUBLIC SAFETY

---

### CONTEXTE

Follow-up to the Calls for Action of the Public Inquiry Commission on relations between Indigenous Peoples and certain public services (Viens Commission). Since February 2024, the Circle and the Quebec Ombudsman have resumed their work and meetings to produce a thematic report on the protection of First Nations and Inuit youth in foster care.

### Legal Information - Akupituaun Project

Collaboration with Educaloï to create a guide on the legal and police process for victims of sexual assault and support workers who work with victims.

### Advocacy

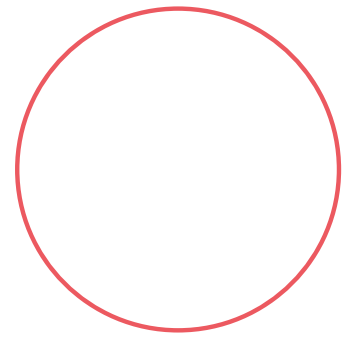
- Follow-up to the complaint to the Commission des droits de la personne et de la jeunesse (CDPDJ).
- Follow-up to the *QNW and Paillé v. Attorney General of Canada* and *Bonspille v. Attorney General of Canada* class actions.
- *Attorney General of Canada v. Power* intervention.
- Intervention on an amicable basis for the authorization of a class action suit against the Centre hospitalier de Lanaudière (Hôpital de Joliette) in *U.T. and M.X. v. CISSS Lanaudière*.

### Relations with Police Services

QNW continues to offer training courses at the ENPQ. QNW provided training in police technology at the Cégep de l'Outaouais (March 2023 and 2024).

### Participation in External Committees and Consultations

- Indigenous Socio Judicial Forum and its various subgroups
- Indigenous Monitoring Committee on Anti-Approach Bracelets (IMCAA)
- Round table on the application of the Tribunal spécialisé en matière de violence sexuelle et de violence conjugale (Specialized Court for Sexual and Domestic Violence).



## JUSTICE AND PUBLIC SAFETY (CONT.)

---

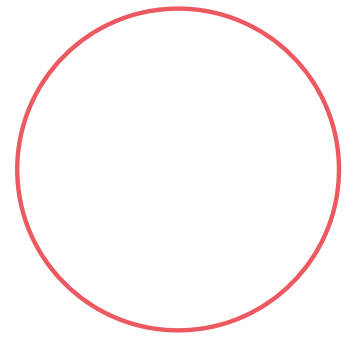
- Round table on the Commission des droits de la personne et des droits de la jeunesse (CDPDJ).
- National round table on Police Intervention in Domestic Violence.
- Indigenous-led engagement sessions on the First Nations police services legislation.

### **Research Projects**

- *Les femmes et la gouvernance autochtone au Québec* (UdeM and Kaianishkat network)
- *Plaidoyer pour l'application du pouvoir discrétionnaire des policiers envers les femmes autochtones* (UQAM)

### **Attendance at Special Events**

- Attended the Institut universitaire jeunes en difficulté's (IUJD) conference: Supporting the Implementation of the Opitciwan Atikamekw Social Protection Act: An Action Research Project.



## **MAPPING PROJECT ON MISSING AND MURDERED INDIGENOUS WOMEN, GIRLS AND TWO-SPIRIT PEOPLE IN QUEBEC**

---

### **CONTEXT**

This project is part of the effort to shed light on the realities of Missing and Murdered Indigenous women, Girls and Two-Spirit People in Canada.

An online narrative map will be published at the end of the project to get the different regions and Indigenous Nations in Quebec to speak out and expose their truths about Missing and Murdered Indigenous Women, Girls and Two-Spirit People.

With the MMIWG+2S Mapping Project Coordinator having taken up her position in February 2024, this report focuses on the next steps in the creation of an overall five-phase plan for the Mapping Project, which is outlined below:

#### **Phase 1 – Making an inventory of archive data and targeting local partners: February/March 2024**

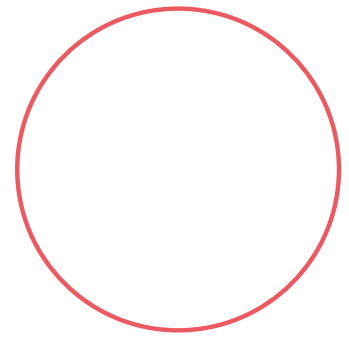
- Becoming familiar with the file and associated literature.
- Establishing a solid foundation for the successful completion of the project.

#### **Phase 2 - Developing a strategy for consulting local partners and families: March to May 2024**

- Setting up a communication plan and developing a network of local partners for the project.
- Ensuring an ethical and legal framework for the project.

#### **Phase 3 - Consulting local partners and families/Collecting data: July to September 2025**

- Organizing and setting up group meetings in communities.
- Organizing and setting up group meetings in organizations (Indigenous or non-Indigenous, e.g., Native Friendship Centres, research groups, etc.).



## **MAPPING PROJECT ON MISSING AND MURDERED INDIGENOUS WOMEN, GIRLS AND TWO-SPIRIT PEOPLE IN QUEBEC (CONT.)**

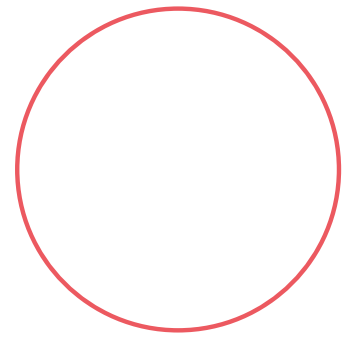
---

### **Phase 4 - Analyzing and validating data: September to December 2025**

- Processing qualitative data.
- Validating results by telephone or through face-to-face meetings with local partners and families.
- Ensuring close communication with local partners.

### **Phase 5 - Co-creating an interactive map.: January to March 2026**

- Determining our target audience, our graphic design, etc.
- Providing technical support for the production of the map(s).
- Meeting with the advisory committee to co-create the map.
- Legal and ethical validation of the map.
- Distribution to the public at large.



## MISSING AND MURDERED INDIGENOUS WOMEN, GIRLS AND 2SLGBTQQIA+ PEOPLE (MMIWG+2S)

---

### CONTEXT

A consultant has been appointed to work on the issue of Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ People. This mandate monitors the implementation and progress of the recommendations of the action plan regarding calls for justice related to the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG), the Kepek-Québec Report and the Public Inquiry Commission on relations between Indigenous people and certain public services in Québec (Viens Commission).

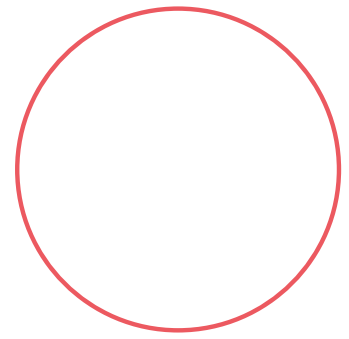
### ACHIEVEMENTS

The mandate began on February 8th, 2024 with a national round table on Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ People. The purpose of this pan-Canadian meeting was to exchange information on the progress made in each of the provinces with regard to calls for justice. At this national meeting, we noted that the western provinces are more proactive in taking action than the eastern ones, including Quebec. The months of February and March were mainly spent analyzing the project in order to solidify the basis of the plan: reading the various contents and reports in order to carry out a pre-analysis. The newsletter and visual design of the mandate were also drafted. The Coordinator also joined the QNW team for the Lac-à-l'épaulé project in March 2023. Finally, March 2024 saw the start of the first initiatives in connection with the call for witnesses for the Red Dress Alert system.

### **Next Key Stages:** February 2024 - March 2026

Since the MMIWG+2S coordinator only took up her position in February 2024, this report focuses on the next steps in the implementation of the mandate:

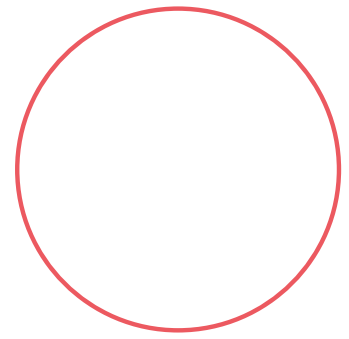
- Monitoring the implementation and progress of the recommendations of the NIMMIWG, Kepek-Québec and Viens Commission action plans on appeals to the courts.



## **MISSING AND MURDERED INDIGENOUS WOMEN, GIRLS AND 2SLGBTQQIA+ PEOPLE (MMIWG+2S) (CONT.)**

---

- Working with federal and provincial partners to implement NIMMIWG's calls for justice action plan.
- Setting up a steering committee of experts on MMIWG+2S.
- Working with the families of the victims to inform them of progress in implementing appeals for justice relating to MMIWG+2S and/or other recommendations.
- Acting as a resource person and carrying out all tasks related to the case.
- Participating in national and provincial meetings on MMIWG+2S in order to monitor the progress of recommendations and provide recommendations for the successful implementation of actions.
- Organizing the annual gatherings of the families of MMIWG+2S together with the consultant for the mapping project on Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ Persons (MMIWG+2S).



## **SYSTEMIC RACISM AND DISCRIMINATION**

---

### **CONTEXT**

In February 2021, approximately 75 Indigenous women from Quebec's First Nations met for a consultation organized by Quebec Native Women (QNW). The aim of this meeting was to identify the elements that would help First Nations women in Quebec to empower themselves to deal with systemic racism in their daily lives.

Following the consultation, a training guide was produced to help women recognize and ultimately denounce discrimination and systemic racism.

### **ACHIEVEMENTS**

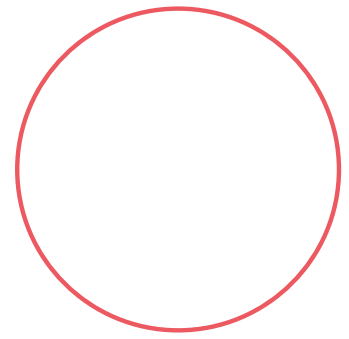
The training campaign was launched and took place in person in various communities and urban areas. More than 100 women were contacted and received training on the matter.

The first training session was held via Teams, at the Manawan Otteno Mamo Orocowewin Community Forum. Since this was an interactive workshop, the participants shared their experiences. Comments on the training and improvements were then made to the training guide.

Another training course was held in Roberval, and we had the privilege of welcoming around thirty women and four men. The women came from Opitciwan, Mashteuiatsh and Roberval.

From March to November 2023, other training sessions were held in the communities of Matimekush-Lac John, Kahnawake, Odanak and Wendake, as well as in Val-d'Or and Chicoutimi. Urban women and Innu women were reached by videoconference.





## SYSTEMIC RACISM AND DISCRIMINATION (CONT.)

---

Promotional meetings were also held with the Wendake Health Centre, the Quebec Native Friendship Centre and Maison Missinak. These organizations showed an interest in training, but unfortunately, the project timetable did not allow for training dates to be set. In keeping with the comments made by participants during the training workshops, the following recommendations were clearly identified:

### **To the Gouvernement of Quebec:**

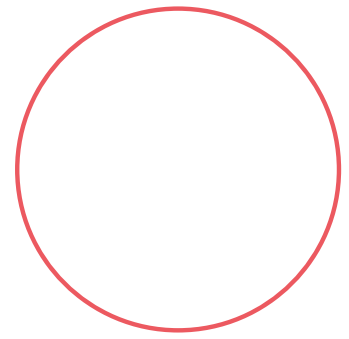
- Obtain recognition from the Quebec government that discrimination and systemic racism do exist within its institutions

### **To QNW:**

- Continue and step up activities to represent the rights of Indigenous women and children before the appropriate bodies.
- Continue and step up awareness-raising and training activities aimed at women from Indigenous communities, as well as those living in urban areas.
- Document the stories of Indigenous women and children who have been subjected to degrading situations as a result of discrimination and systemic racism.
- Review the complaints process, since the one currently used in the health and social services system requires far too much information and, because of cultural differences, makes it difficult, if not impossible, for Indigenous women to file a complaint.

### **To the Government of Canada:**

- Ensure the renewal of Canada's Anti-Racism Strategy 2024-2028.



## QUEBEC FIRST NATIONS WOMEN'S SPACE

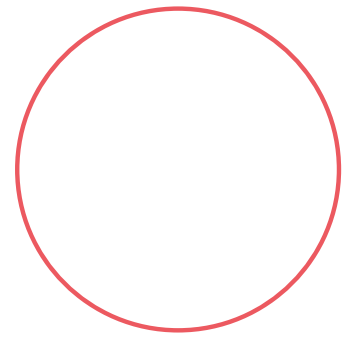
---

The *raison d'être* behind the Quebec First Nations Women's Space (QFNWS) project stems from the recommendations we made to NIMMIWG and the Viens Commission, during which we highlighted the importance of providing additional services to Indigenous women in Quebec who are victims of violence, in order to compensate for their unequal access to the justice system. Among the recommendations made was the creation of specific legal services for Indigenous women in Quebec, which do not currently exist (QNW - Business Plan, January 24, 2023).

In April 2023, Quebec Native Women (QNW) obtained special funding to conduct a pre-feasibility study to establish a non-profit organization (NPO) to set up services for Indigenous women who are victims of violence: family violence, domestic violence and/or sexual violence. On December 8, 2023, the organization was incorporated under the name "Quebec First Nations Women's Space" and received its letters patent. A provisional Board of Directors was formed, made up of the founding members: Marjolaine Étienne, QNW President, Gabrielle Vachon-Laurent, QNW Vice-President, and Sonia Chachai, QNW Secretary-Treasurer.

QFNWS's vision is to be recognized for its ability to respond adequately to Indigenous women who are victims of violence, resulting in a significant decrease in the rate of violence experienced by First Nations women in Quebec.

QFNWS's mission is to support Indigenous women who are victims of domestic, family and/or sexual violence, by offering them a virtual service, Intake, Referral, Listening, psychosocial and/or legal services, as the case may be, while working in close collaboration with Indigenous and non-Indigenous organizations in Quebec that are involved in this cause.

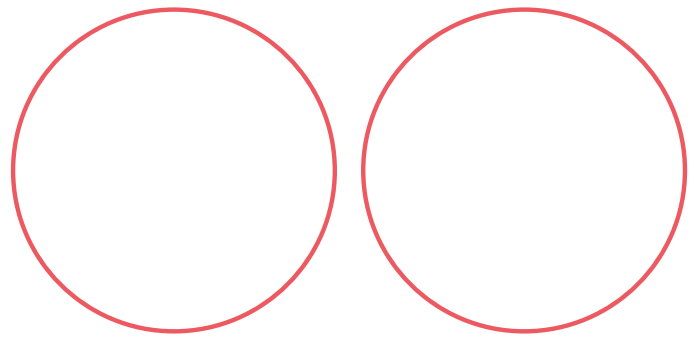


## **QUEBEC FIRST NATIONS WOMEN'S SPACE (CONT.)**

---

In March 2023, a partnership with TELUS was established to provide First Nations women who are victims of violence with a smart phone to keep them connected and safe. The 'Mobility for the Future' program and its use by QFNWS is one of the concrete actions TELUS is taking to have a positive influence on communities. TELUS is implementing elements of its action plan for reconciliation with Indigenous peoples.

For the year 2024-2025, the challenge is to obtain adequate funding to enable the implementation of QFNWS's operations.



## **MEDIA & COMMUNICATIONS**

---

### **CONTEXT**

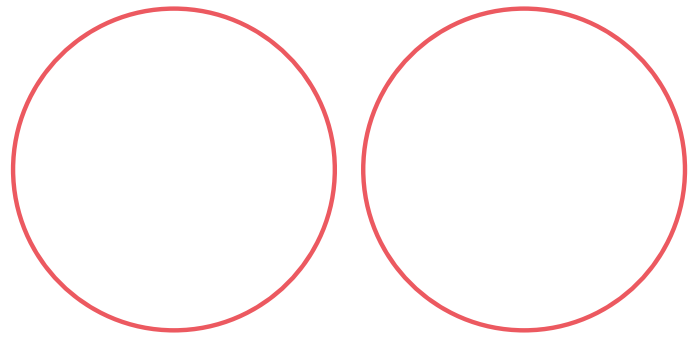
Communications is currently shared by two communications coordinators. Béatrice Noël is responsible for QNW's internal communications (social networks, website, newsletter, etc.), while Émilie Deschênes is responsible for external communications (press releases, media relations, President's agenda and communications, etc.). Their respective responsibilities obviously regularly overlap, and the two people in charge work closely together to ensure that QNW stands out and that its members are kept informed.

### **ACHIEVEMENTS**

#### **Internal communications**

In 2023-2024, Quebec Native Women's internal communications were improved to enhance transparency, collaboration and organizational efficiency. Digital tools were introduced to improve information sharing between teams and members, facilitating the coordination of projects and initiatives. Several regular publications were distributed to support the various platforms, ensuring a continuous and compelling presence. The newsletter has also resumed its monthly activities, offering a privileged channel for sharing strategic updates. These efforts have allowed us to actively support the organization's mission and objectives.

Among the major projects to come, QNW will be undertaking a complete overhaul of its visual identity by modifying its logo. This initiative will mark a significant step in the evolution of the organization's communications. Visuals will be updated to ensure greater consistency and modernity across all platforms. Content strategy will also be revised to better reflect the organization's mission, values and objectives, while strengthening engagement with communities and partners. The aim of this project is to further position the organization as a key player in the field of social media.



## MEDIA & COMMUNICATIONS (CONT.)

### External communications

2023-2024 was a busy year for Indigenous women. The External Communications coordinator drafted more than a dozen press releases on various issues affecting Indigenous women, including the Ombudsman's Report, legal rulings and government bills, and the Great Summit. At each public event, she coordinated media interview requests with the President.

Supporting the President is also a central part of the role of the External Communications coordinator. More specifically, she supports the President in managing the various invitations she receives, researching and writing the notes for speeches, translating at political meetings, preparing for interviews, and accompanying her to major events and activities, such as the Great Summit. The year 2023-2024 was particularly productive in terms of the President's participation in panels, webinars, formal speeches, conferences and interviews, with over a hundred requests managed and coordinated.

#### PRESS RELEASE

DECISION OF THE SUPREME COURT OF CANADA ON BILL 92:  
 QUEBEC NATIVE WOMEN REACTS  
**Kahnawake, February 14th, 2024** – Quebec Native Women (QNW) wishes to express its profound satisfaction with today's Supreme Court of Canada ruling on the constitutionality of *An Act respecting First Nations, Inuit and Métis children, youth and families*.

This law, challenged by the Legault government, aims to restore autonomy to Indigenous Peoples in the management of their child welfare systems. The current positive results achieved by communities that have successfully set up such systems are tangible proof that Indigenous communities are best placed to ensure the well-being of their children and families.

QNW now hopes that the Supreme Court's announcement will put an end to the Quebec government's opposition, and that it will undertake collaborative efforts with Indigenous communities and organizations to establish autonomous, accountable and effective systems.

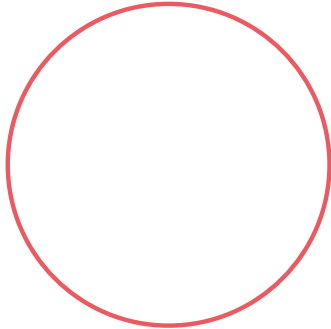
*"With its ruling, the Supreme Court supports Indigenous children and their parents in maintaining a safe and empowering home environment. This decision is of particular concern to Indigenous women, who more often than not head single-parent families and have to cope with many of the insidious consequences of systemic racism and discrimination, but who are also key players in the transmission of culture and language. With this decision, women, families and communities proudly regain their autonomy,"* declares Marjolaine Etienne, president of Quebec Native Women.

**About FAQ**  
 Founded in 1974, Quebec Native Women is a non-profit organization that represents First Nations women in Quebec as well as Indigenous women living in urban areas.

- 30 -

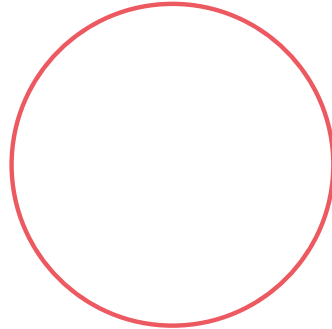
Source:  
 Quebec Native Women \ <https://faq-qnw.org/>

For information and interview requests:  
 Émilie Deschênes  
 Media Relations Advisor  
 (873) 662-8558 / [e.deschenes@seiw03.ca](mailto:e.deschenes@seiw03.ca)



**MARJOLAINE  
ÉTIENNE**

President



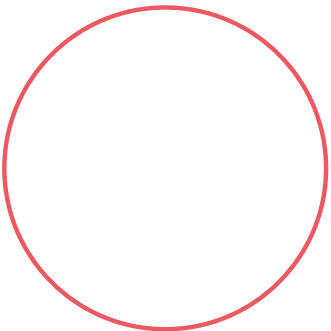
**LAURA  
ROCK**

Interim Executive  
Director



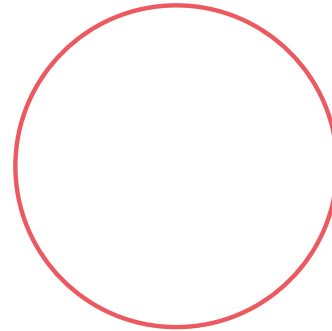
**NATHALIE  
DODD**

Finance Director



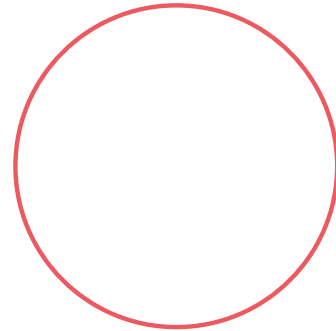
**SOPHIA  
DUPONT**

Administrative  
Assistant



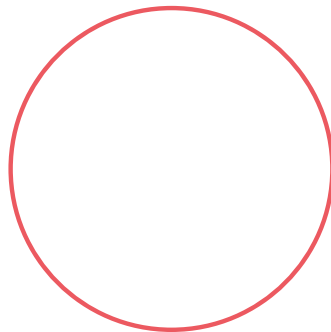
**MAUREEN  
HERVIEUX**

Domestic and sexual  
violence initiatives'  
support



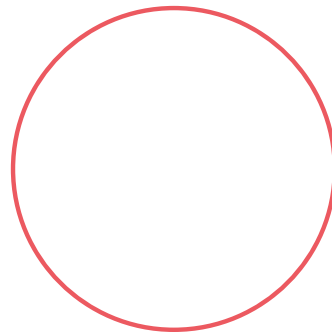
**WENDY  
NICHOLAS**

Promotion of non-violence  
and Network of Indigenous  
Shelters



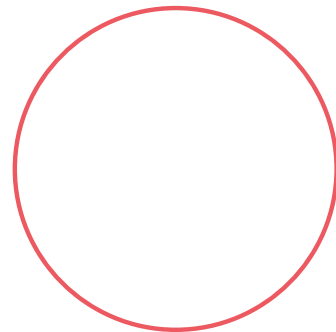
**ZYANYA LOPEZ  
MENESES**

2SLGBTQQIA+ Information  
and Research



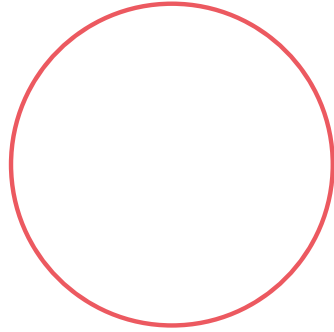
**CLÉMENCE  
PATOT**

Justice and Public  
Safety



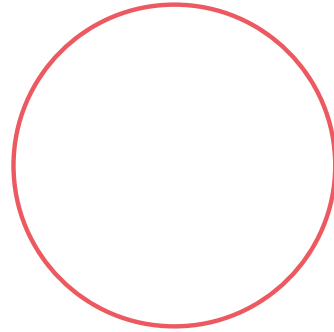
**JACQUELINE  
NAVIDAD**

Youth  
Coordinator



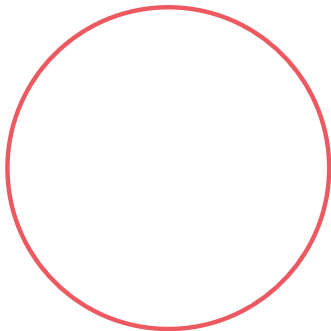
**ÉMILIE  
AUBIN**

Global Health



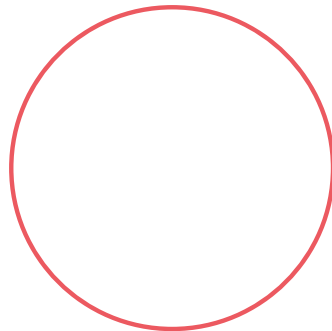
**SOPHIE  
NEPTON**

Missing and Murdered Indigenous Women,  
Girls and 2SLGBTQQIA+ People (MMIWG+2S)



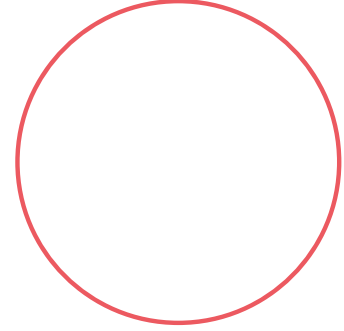
**JOSÉE  
GOULET**

Systemic Racism and  
Discrimination



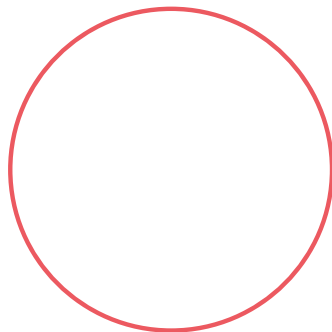
**COLETTE  
ROBERTSON**

Quebec First Nations  
Women's Space



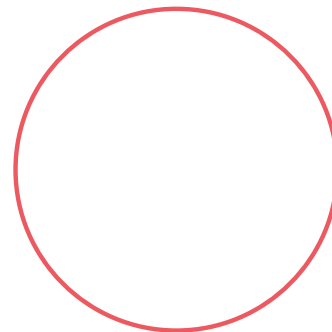
**CHLÉO  
PELLETIER**

Mapping Project on  
MMIWG2S+ in Quebec



**ÉMILIE  
DESCHÊNES**

Communications  
Coordinator



**BÉATRICE  
NOËL**

Communications  
Coordinator









## ACKNOWLEDGEMENTS

---

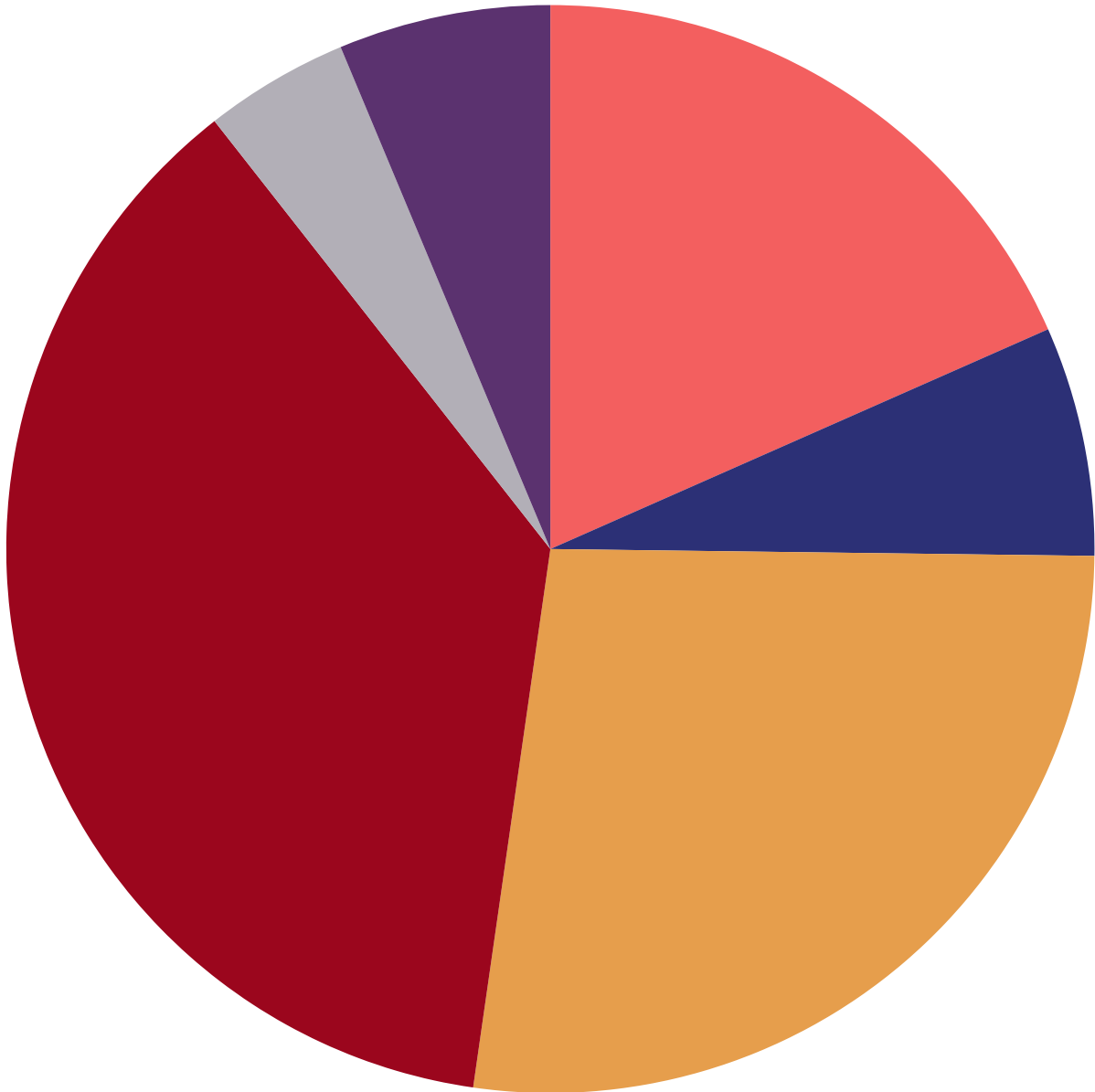
We would like to thank all the government departments, agencies and non-governmental organizations that support us in our work and enable us to accomplish our mission.

- Canadian Impact Assessment Agency
- Indigenous Services Canada
- Ministère de la Justice Québec
- Secrétariat à la Condition féminine
- Ministère de la Santé et des Services sociaux
- Secrétariat à la Jeunesse
- Ministry of Women and Gender Equality
- First Nations and Inuit Relations Secretariat
- CN
- Indigenous Relations FIQ
- Fondation Lucie et André Chagnon
- RBA Foundation
- Solstice Foundation
- Porsche Rive-Sud
- Porsche Lauzon
- Pathy Family Foundation
- Montreal Indigenous Community Network

## INCOME DISTRIBUTION

---

**TOTAL : \$3.1 M**



Total revenues for 2023-2024 were \$3,184,903 and expenses were \$3,003,895.

## LIST OF ACRONYMS

---

- 2SLGBTQQA+: Two-Spirit (and bispiritual), Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex people, as well as those from sexual and gender diversity communities who use other terminology.
- AFNQL: Assembly of First Nations Quebec-Labrador
- CALACS: Sexual Assault Help Centers
- CAVAC: Crime Victims Assistance Center
- CCSMTL: CIUSSS of Centre-Sud-de-l'Île-de-Montréal
- CCQ: Commission de la construction du Québec
- CDPDJ: Commission des droits de la personne et des droits de la jeunesse
- CSABAR: Comité de suivi autochtone des bracelets antirapprochement (Indigenous Monitoring Committee for Anti-Approach Bracelets)
- DPCP: Directeur des poursuites criminelles et pénales
- EILP: Escouade intégrée de lutte contre le proxénétisme (Integrated Task Force Against Sexual Exploitation)
- ENPQ : École nationale de police du Québec
- FNEC: First Nations Education Council
- FNEE: First Nations Executive School
- FNQLHSSC: First Nations of Quebec and Labrador Health and Social Services Commission
- FNQLSDI: First Nations of Quebec and Labrador Sustainable Development Institute
- FIQ: Fédération interprofessionnelle de la santé
- INSPQ: Institut national de santé publique du Québec
- ISC: Indigenous Services Canada
- IUJD: Institut universitaire Jeunes en difficulté
- MMIWG: Missing and Murdered Indigenous Women and Girls
- MMIWG2S+: Missing and Murdered Indigenous Women, Girls, and Two-Spirit (and Two-Spirit) People
- NIMMIWG: National Inquiry into Missing and Murdered Indigenous Women and Girls
- NPO: Non-profit organisation
- NWAC: Native Women's Association of Canada
- RMFVVC: Réseau des maisons pour femmes victimes de violence conjugale
- SCF: Secrétariat à la Condition féminine
- SPVM: Service de police de la Ville de Montréal
- SRPNI: Secrétariat aux Relations avec les Premières Nations et les Inuit
- UN: United Nations Organisation
- UNDRIP: United Nations Declaration on the Rights of Indigenous People
- QFNWS: Quebec First Nations Women's Space
- QNW: Quebec Native Women

**Main writing**

Team of Quebec Native Women

**Validation**

Marjolaine Étienne, FAQ-QNW

Laura Rock, FAQ-QNW

**Contributor**

Émilie Deschênes, SEIZE03

**Graphism**

Béatrice Noël, La Toile Média

Image of the Great Summit - Josiane Fortin (J'ose Concept)

Logo of the Great Summit - Julie Charland

**Photo Source**

FAQ-QNW, Canva, iStock,

**Note to the Reader**

This document is also available in French and in electronic version at [www.faq-qnw.org](http://www.faq-qnw.org). Please note that the masculine gender is used generically to lighten the text.

All rights reserved to FAQ-QNW.

Reproduction, by any means, translation, and distribution of this document, even partial, are prohibited without prior authorization from FAQ. However, reproduction or use for personal non-commercial purposes is permitted, provided the source is mentioned.

© FAQ-QNW 2024



