TUNGASUUVINGAT INUIT
ANNUAL REPORT

35TH ANNIVERSARY ISSUE
A SHOWCASE OF URBAN INUIT RESILIENCE

PROGRAM HIGHLIGHTS
INNOVATIVE ELDERS

A LOOK BACK AT 35 YEARS

BEST CULTURE IN THE WORLD

LIMITED EDITION

2021 - 2022
Annual Report 2021 - 2022
Welcome to a special year of celebration as Tungasuvvingat Inuit begins our 35th year. There is so much to look forward to in coming days and years.

The urban Inuit population in Ontario is the highest it has ever been and the demand for TI programming and support is matching that growth. The organization and people behind it are working hard to ensure we not only maintain the support but to grow and offer more as demand also grows.

In order to support the growth of urban Inuit organizations, urgent action is required to ensure that urban Inuit can access culturally appropriate programs and services in an equitable way.

We must be clear; resources to meet these needs should not be taken away from Inuit Nunangat. Separate, equitable and appropriate resources must be provided to meet the needs of urban Inuit and the urban Inuit voice must be prioritized in any discussions about these needs.

We are calling upon all levels of governments and our fellow Inuit to work with us to shed colonial approaches that have been imposed upon us for generations. We must return to a lifestyle that prioritizes Inuit Qaujimajatuqangit and take care of each other to ensure a more just and equitable future for all Inuit.

On that note, I say Qujannamiik to our federal, provincial, municipal, Indigenous and Inuit funders that have supported the 2021–2022 year! TI is extremely grateful for all the continued support that we have received.

Matnaluarvik to the staff here at TI. I appreciate all the hard work, the creativity and willingness to go above and beyond to support and empower the Inuit community.
President's Message

Welcome to the 35th Annual General Meeting of Tungasuvvingat Inuit. 2022 ends a very difficult period for the urban Inuit community as we exit the pandemic, and we enter a year of celebration with our 35th anniversary.

As I reflect, it is surreal to know that when TI started in 1987, that there was only 1.5 employees and a very small budget to accomplish a very substantial mandate. TI came to life in those humble beginnings and 35 years later, we have become one of the largest Inuit-specific program and support services organizations in the country.

Today, I think of the original vision of TI that put forward a plan to create an Inuit-specific space and provide social supports for Inuit residing in Ontario. The original mandate hasn’t changed for TI except 35 years later we have a much larger population of urban Inuit that rely on TI and the programs and services have expanded considerably.

TI has grown alongside the community, and I think of all the people who have dedicated their time and efforts to the betterment of Inuit in Ontario. The many volunteers and staff who have come before us, some who are still with TI, and others who have passed on and left a legacy of their contributions.

I thank those who envisioned a place where Inuit felt welcomed to just be Inuk, to be understood and feel a sense of community and connection. When I think of all the time, tears, joy, and love that has gone into building our organization into what it is today, I am so grateful. TI started out as a small group, who saw a need and organized at the grassroots level. They advocated for the community and laid the groundwork for the organization we have today. Our history shows our values in action. Inuuqatigiitsiarniq, tunnganarniq, pijitsirniq, and ikajuqtigiinniq.

These are not just a defined list of core values; it is who we are. It is our wisdom, passed down from the sivuliurtit, that has sustained us since time immemorial. I am excited for the next 35 years of work for TI and I am excited to watch other Inuit grassroots organizations on their journeys. Our Inuit youth are very important, and I look forward to continuing to hear their voices shape our future. If we stay true to the teachings of our Elders, we will continue to grow and thrive alongside the community we serve.

Kaajuk Kablaik
President - ᐃᓄᒃᑎᑐᑦ
Mamisarvik Healing Centre (MHC) is an Inuit-specific, not-for-profit residential treatment centre for Inuit who are experiencing challenges related to substance-use and/or trauma. We offer a comprehensive program grounded in Inuit Qaujimajatuqangit and culture which includes group therapy, individual counselling, leisure time, community outings/activities, on-the-land retreats, equine, and art therapy. Our program offers a safe space and structured program for Inuit to address life challenges and access wrap-around services to support them on their healing journey.

MHC residential treatment programming approaches treatment from a cultural, trauma-informed, and harm-reduction perspective. We do our best to meet clients where they are at, and work with them to first identify their goals, then provide skills, mechanisms, and resources so they can work towards achieving them.

The program is designed in a phased-approach to best prepare participants with coping skills and to establish emotional safe spaces. This provides a base of knowledge before moving into what can be considered more challenging topics. The three phases used in this approach include: Coping Strategies and Creating Safety (weeks 1-2), Trauma-informed Reflection (weeks 3-5), and Self-Inventory and Emotional Care (weeks 6-8).

Upon completion of the eight-week program, clients will continue to be followed and supported by their primary counsellors for up to six months through our continuing care services. Past participants also have access to onsite peer support groups that occur twice a month on site at Mamisarvik. Pending COVID restrictions, this is an aspect of the program set to relaunch in the coming months.
INCREASED CAPACITY & CYCLES

At the onset of the pandemic, Mamisarvik and many treatment centres had to temporarily shut down or adapt their programs to meet COVID-19 requirements and safety regulations. Mamisarvik Healing Centre reduced the amount of healing cycles to ensure safety of participants and staff and continue ongoing in-person program attendance. The original target of 5-6 cycles per year was reduced to 3 and the program cut the capacity of cycle participants in half. This meant a cap of five people per healing cycle which was reduced to 6 weeks each.

Due to excellent program adaptation and implementation this year, Mamisarvik slowly increase capacity to resume a 10 person limit. We are extremely proud that during 2021/2022, there were 6 healing cycles completed, with a total of 22 participants. This demonstrates a significant increase from the same time frame in the first year of the pandemic.

Many centres providing similar supports were not able to match the rate of return to normal service provisions. Mamisarvik Healing Centre has been providing in-person service throughout the duration of the pandemic, and is pursuing full-capacity in-person healing cycles later in 2022.

CULTURE

Beyond simple integration into programming, Mamisarvik has worked to centre cultural practices into the fabric of the work done here.

Mamisarvik continues to offer culturally relevant programming and activities through practices and traditions that facilitate (re)connection with cultural ways of being and knowing.

Recognizing that Inuit Nunangat has vast diversity within Inuit culture, Mamisarvik embraces a holistic and inclusive approach to exploring a reconnection with culture in practical ways. These practices include drumming, throat-singing, lighting of the qulliq/kudlik, Inuit art therapies, access to country food, on the land healing, Inuit music sung in Inuktitut and English, and discussions on Inuit traditional teachings and what they mean for walking a healing path.

With these traditions and practices, Mamisarvik continues to foster a strong connection between healing and culture.
LEADERSHIP BY ELDERS & KNOWLEDGE KEEPERS

Mamisarvik has continued to prioritize and develop deep and meaningful programming with the essential inclusion of elders and knowledge keepers.

Our team succeeded in finding innovative solutions to overcoming challenges the pandemic caused for on-site elder attendance. The risks were assessed and a plan was developed to ensure safety and reduction of the risk of transmission of COVID-19. Guidelines and protocols were put in place and Mamisarvik was then able to bring Elders on site to facilitate healing and cultural workshops. Elder attendance is, at minimum, once a week with a morning session in both spoken Inuktitut and English. Participants experienced group time for learning, had the chance to ask questions and connect with different Elders and knowledge keepers’ teachings and perspectives on Inuit ways of being and knowing.

STAFF TRAINING

Mamisarvik believes that investing in the knowledge and training of our staff fosters an environment of shared excellence, best service for program participants, and supportive professional care.

Trainings taken and planned during this last year include: Alcohol and pharmacology training, cultural competency, crisis prevention and, "Becoming Inummarik", an Inuit Mental Health Model train

DOCUMENTATION & RESEARCH

Mamisarvik has been involved in collaboration with research projects that enrich the program, inform Inuit and allies about the centre’s work and benefit the greater Inuit community.

Since 2018, Mamisarvik Healing Centre has worked as a contributor and partner to the Shared Decision-Making model, in collaboration with Dr. Janet Jull at Queen’s university. This model provides practical tools in aiding Inuit to navigate healthcare systems in the south, and promotes self-determination while increasing understanding and communication for Inuit when speaking with health care practitioners. This work resulted in a research paper being published with a credit to Mamisarvik’s staff team in 2021.

For June 2022, a member of the Mamisarvik team was asked to prepare a presentation on a panel at the Auviqaqtut – The Inuit Studies Conference – occurring in July, regarding this collaborative approach and their experience on the advisory circle. Preparation for this presentation occurred throughout the 2021-2022 fiscal year and was slated to describe how research must be collaborative with Inuit communities to truly be valid.

More recently, Mamisarvik has endeavoured to begin a collaborative research project with an Inuk Neurobiology master’s student at Carleton University, to explore the impacts of trauma on Inuit healing.

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During the 2021-2022 fiscal year the RCP events were held virtually as per pandemic protocols, Taking Steps Together II event was a success, there was live throats singing and drum dancing entertainment, gift card raffles, Country food boxes were distributed, Inuit shared stories with their Cancer journeys and life events while battling cancer. Our partners shared information on screening programs and smoking cessation.
OTHER VIRTUAL PROGRAMMING WERE:

- Virtual Inuit Wellness Day December 2021
- Virtual Taking Steps Together II March 2022
- Virtual quarterly smoking cessation workshops

IN-PERSON EVENTS:

- Residents health advocacy day, TOH Cultural learning, we shared information on RCP programming as well as Inuit Cultural values
- NIHB information posters handed out during TI’s Food Bank days for Inuit to access at Ontario pharmacies

ONGOING TEAMS/ZOOM MEETINGS:

- Quarterly Kaggutiq Advisory Group (KAG) meeting
- Stop smoking cessation monthly meetings/NRT
- Peer Educator meetings/training
- Champlain Inuit Service Providers Relationship Table (CISPRT) zoom meetings
- Our Journey Research Meeting with Janet Jull and team
- Partner Check-in call with CPAC
- HPV vaccine information/questionnaires
- Quarterly finance reporting to our funding partners
- Joint Ontario Indigenous Cancer Committee (JOICC)

STAFF:

- Manager RCP was hired (Lily Amagoalik)
- Felicia Adelaja went on maternity leave
- Regional Cancer Program Coordinator (RCPC)
- Jemimah Thomas was hired as Regional Cancer Program Coordinator (RCPC)
Family Well-Being
Ilagiiqatigiitsiarniq

The Ilagiiqatigiitsiarniq Program was created to support the needs of Urban Inuit families by offering individual or group services, activities and programs to help promote the overall well-being of men, women and children. Ilagiiqatigiitsiarniq workers support families who may be affected by violence, require help with navigating Urban systems, and/or want to connect to Inuit in a culture-rich and positive environment.

YOUTH LIFE PROMOTIONS

Tungasuvvingat Inuit has a dedicated and robust Youth Life Promotion program funded by the Ministry of Health (MOH). The YLP Coordinator helps support Inuit children and youth 10–18 years of age to identify barriers that prevent them from living a healthy life. In addition, they provide opportunities to support youth and find ways to identify with and connect to their culture. The YLP program can work one-on-one with children and youth, in group settings or through workshops and camps.

The YLPC (Youth Life Promotion Coordinator) has continued to enhance the existing program. They did this by continuing to build a stronger connection with their ongoing collaborations and partnerships. The staff have continued to provide spaces that include individual and group interactions. They have also continued to utilize Therapeutic Arts to interact with the children and youth they serve.

One-on-one interactions are utilized when a family identifies their child may need the
extra space to share their realities or to learn more informally about their language and culture. These spaces are created for Inuit children and youth to identify barriers and to create solutions that are reflective of the strength within our communities. It is very important for Inuit children and youth to see themselves represented with dignity and respect in Western society and part of this happens through understanding their own beautiful identity as Inuit. When we create spaces for Inuit children and youth to learn about their language and culture, we create spaces for them to understand their own well-being. Well-being is language, and well-being is culture.

Here is a small example of an activity shared during a One-on-One interaction. This activity surrounds emotional regulation practices when experiencing intergenerational trauma. Creating safer spaces in your mind through art is an important feeling to recognize in our bodies. Being able to maintain and control emotions through harder conversations is a critical practice for children and youth to learn.

YLPC connects with different youth groups regularly. Every month they meet with the Tarralikita Youth Council. During these council meetings, we focus on a topic of conversation. Most recently, they have focused on creating their parkas with a seamstress. These parkas are being made for the Inuit youth of this council. Having a parka is part of our culture, and it is not something that all children and youth have access to; due to their environment or the lack of a seamstress skills to create one within their own families. Being able to share this opportunity with our youth is life changing. It is who they are, and they deserve to have pieces of their physical culture with them. One of the mothers was very excited when she learned her daughter would receive a parka for all her dedicated work within the Tarralikita Youth Council. Witnessing these Inuit youth reclaim who they are in an urban environment is inspiring.

During this year the YLPC also worked in collaboration with the child and youth cultural coordinator of Tungasuvvingat Inuit, to serve Inuit youth living in the surrounding areas of Ottawa. We will be working in collaboration in the new fiscal year on a specific project called Voices of the Future, and it is geared towards Inuit youth in Ottawa and the surrounding areas. It is being developed by the YLPC and the child and youth cultural coordinator through the lens of Inuit Qaujimajatuqngagit.
The image shared below is of group interaction with Inuit youth and their foster family in the surrounding area of Ottawa. They were learning about Inuit games, including the sounds of throat singing. One of the youth had expressed great joy in knowing a throat song shared by the YLPC and being able to keep them connected to their identity is a privilege. Identity is well-being.

The children and youth engaged in the YLP Program identify their barriers, and we create space for them to find solutions, and to support them in their realities. It is critical for us to acknowledge the work that these children and youth engage within to understand who they are as Inuit, and to become the leaders they are meant to be. We often hear the stories about the barriers we face surrounding; addictions, the suicide epidemic, children in care, intergenerational trauma etc., and although these barriers exist, they still thrive. The seeds we plant into their minds now will grow over time. We plant seeds of strength and wellness through our identity as Inuit, and our goal is that they will flourish when they are meant too. These youth are inspiring! They ask questions, they ask for support, and they have ideas about creating safer spaces for themselves and the future generation of our community and this is what we want for them. We want these spaces to continue to thrive in their best interest. Every Child Matters now, and forever.

VIOLENCE AGAINST WOMEN

Violence in the lives of Inuit women and girls has received increasing attention in recent years, especially in the wake of the work undertaken by the Native Women’s Association and its “Sisters in Spirit Campaign,” which has highlighted the muted response by Canada’s social and legal system to the problem. According to the Royal Commission of Aboriginal Peoples, violence is the most important issue facing Indigenous communities and yet, despite nearly two decades of advocacy, programs and initiatives, women living not only in Indigenous communities but in urban centres as well have still contended with high levels of violence in their families and communities. Part of the reason can be explained by the enormous disparities between Indigenous and the rest of the population with regards to health status, revenue, employment rates and educational attainment in conjunction with the factors related to colonialism, systemic racism, loss of culture and traditions, and inequitable
access to resources and power. Violence against women must be linked to the political, historical, and socio-economic contexts specific to Indigenous communities. Intergeneration violence and trauma, which are so pervasive in Indigenous communities, increase women’s exposure to both systemic and interpersonal violence. This has shaped their perceptions surrounding violence as something common, while a lack of resources within the community often limits their options regarding ensuring their safety and that of their children.

The Violence Against Women program focuses on raising awareness of and preventing violence, providing more effective programs and community services that reflect the priorities of Indigenous leaders and communities, and improving socio-economic conditions that support healing within Indigenous communities. The objective is to end the cycle of violence and help ensure Inuit women and girls can live their lives the way they deserve. In their role, the counsellor and advocate provide community-based culturally specific counselling, support and referral services for Inuit women aged 16 years and older who identify themselves as having been sexually, physically, or emotionally abused by their partners or significant others and their dependents. TI’s VAW Counselling Program assists Inuit women who have experienced violence to heal and reclaim their safety and to empower them in their various roles, including that of caregiver. Women requiring support with safety planning, court, victim services, police, shelters, and healing can self-refer to the worker and will receive one-on-one services for themselves and their children to move towards safety and well-being.

NAJAKULUGIIT PROJECT

Tungasuvvingat Inuit’s Najakulugiit (Beautiful Sisters) project aims to improve the healing and well-being of families and friends of missing and murdered Inuit women, girls, and 2LGBTQQIA+ living in Ontario. It will provide increased access to peer and social support, a reduced sense of isolation and loneliness, increased access to culturally based healing activities, and an increased ability to navigate and access the resources and services available to them. The Najakulugiit Project Coordinator is responsible for the successful leadership, planning, development, and delivery of all activities under TI’s Najakulugiit Project.
The Project Coordinator works in collaboration with the Najakulugiit Women’s Group, which is composed of family members and survivors. The Project Coordinator’s role will be to help the group achieve their vision and objectives, thereby helping to implement some of the key priorities and recommendations identified by the Inuit community in Ontario for inclusion in Canada’s 2021 Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ People National Action Plan.

ILAGIIQATIGIITSIARNIQ (FORMERLY FAMILY WELL-BEING)

With colonization and white settlement, traditional Indigenous ways of life were forever altered. Colonial practices and policies, such as the Indian Act, pass system, reserves, and residential schools, sought to control and assimilate Indigenous peoples. These have had a historic and ongoing impact on generations of Indigenous peoples. Such practices and policies, when combined with racism, acts of segregation, loss of land, and declining or unequal access to food resources and public services, have had devastating consequences on the health and socioeconomic well-being of Indigenous Peoples. To gain an understanding of how to promote equity program workers must consider historical, economic, and socio-political contexts.

Funding from the Ministry of Children, Community, and Social Services (MCCSS) provides the Ilagiiqatigiitsiariniq program with the ability to support Inuit families and helps the community start to heal from the impacts of intergenerational violence and trauma by providing front-line staff to address the needs supporting community-based programming and offering the community the opportunity to design safe spaces where programs and services can be sought and received without stigma. Family Well-Being is vital to thriving communities. Families who are able to make informed decisions, manage their basic needs, and tackle pressing human and community issues are better equipped to lead happy, healthy lives.

The Family Well-Being program is designed with locally responsive programs that are flexible enough to meet their community priorities and responsive enough to support a range of client needs. Tungasuvvingat Inuit’s Ilagiiqatigiitsiariniq Program was created to support the needs of Urban Inuit families by offering individual or group services, activities, and programs to help promote the overall well-being of men, women and children. Ilagiiqatigiitsiariniq workers support families who may be affected by violence, require help with navigating Urban systems, and/or want to connect to Inuit in a culture-rich and positive environment. Encompassing local and community-based knowledge is fundamental to the urban Inuit community, and Inuit Qaujimajatuqangit is at the heart of all Ilagiiqatigiitsiariniq programs. Being grounded in IQ principles, Ilagiiqatigiitsiariniq supports personal wellness and contributes to the collective cultural sense of health and wellness, which has sustained Inuit over generations. We provide love, support, safety and security, and a sense of belonging through open communication and making each person within the family unit feel valued, respected, and esteemed.
On September 7, 2021, we opened our brand-new Early Years Inuit Family Centre and what a truly exciting year we have had. Illipalialisaaqtilugu EarlyON and Family Centre offers programming to early years children ages 0-6 and their families. Programming is educational, inspiring, and rich in culture while reflecting IQ principles. Programs and support services will be offered with the goal of enhancing the parent/caregiver bond, cultural knowledge, pride, and identity. Rich and stimulating cultural activities will promote healthy pregnancies, early literacy skills and support early childhood development.

ILLAPALIALISAAQTILUGU TEAM

The Early Years team is a robust team of professionals who are committed to the Early Years sector. Our team experts will help to plan, develop, and deliver services in the Early years program 0-6 years. Over the past year we had the pleasure of adding student team members who were a huge part in supporting the continuous development of the Early years program.

(Picture left to right: EarlyON team visiting Piruviapik childcare centre. Left to right, Lisa, Courtney, Norma, Melinda, Angela, Wendy, Darcy, Kayla (Absent))
OUR PROGRAMS

Our aim is to create a welcoming and safe space for families to come together and for children to learn and grow through developmentally, age, and culturally appropriate programming. Our Pre/Post Natal and Nutrition program (CPNP) offers support to Inuit mothers during their pregnancy and for the first 18 months after birth. Support is offered to mothers through medical visits, pre-natal vitamins, and general support during pregnancy and after birth.

Through play groups, social outings, community events, and individual support, the Community Action Program for Children (CAPC program supports families with children aged 0-6. We create a supporting environment for the community to learn from one another and connect to their culture while learning the traditional ways of parenting.

HIGHLIGHTS: NEW PROGRAMS

ATAATA PARENTING PROGRAM

The Ataata Parenting Program has been designed around inunnguiniq ways of equipping parents in early years practices which will build the strength and abilities of children for life and foster a specific connection to cultural identity in the father/child relationship.

Illipalialisaatilugu EarlyON child and Family Centre) entered a partnership with First Words in February of 2022 offering the Inuit community free speech and language services and supports for preschool children 0-6 years old. First Words has been a strong ally to the Inuit community. We have been able to serve families through this program, and while the news of this service is still new, we do anticipate a growth in interest as we get ready for the fall and back to school. Welcome Caroline Auclair, Speech-Language Pathologist of the First Words Program.

We would like to also acknowledge our strong partnership within Tungasuvvingat Inuit. Working together allows us to bring more inclusive services to the community. As we reflect on our one-year anniversary we like to thank all those partnerships including the Indigenous Early Years Circle Committee (IEYC), community members and staff a like who continue to support Illipalialisaaqtilugu. Through all these partnerships we have been able to serve over 200 children.
Allurairniq means, “Stepping Forward”. The Alluriarniq program provides support for Inuit aged 13 and older living in Canada that are currently, or have in the past, engaged in sex work or are looking to exit the sex trade and are victims/survivors of human trafficking or are potential targets to becoming trafficked. We also support victims of sexual violence and abuse. The goal of the Alluriarniq program is to provide the community with access to culturally relevant and culturally appropriate programs and services to strengthen client resilience and accompany them in their healing journey.

The program applies a culturally sensitive approach to create a safe space for Inuit. We use a trauma-informed, harm reduction approach, and Inuit societal values to provide support to survivors and ensure a safe place free of judgement. Every effort is oriented to meet the clients where they are at in their life path.

Our team is made up of an Elder who sits with each client individually and in a group setting. The elder sits with community members and lights the Quilliq and shares stories, knowledge, and wisdom.

We also have an administrative assistant that helps with Inuit cultural approaches and language, delivering women’s programming, the participants meet on Tuesday from 12-2 p.m. Since the Covid-19 pandemic, the program participants have increased to approximately 5-9 women, attending every week.
CASE MANAGEMENT WORKERS

Our efforts to serve the community include two Case Management Workers in charge of a caseload of approximately 55 service users. They support clients in obtaining their I.D, scheduling and attending appointments, getting essential items, reporting to the police, practicing safe sex, as well as, assisting them in safety planning, and more. Currently, we have on board nine new clients in case management.

We also have two Outreach Workers delivering services to the community. They have connected approximately with 102 persons on each outreach since December 2022 to presently, providing them with snacks, hygiene items, harm reduction supplies, first aid kits, and more. We also have in-house outreach with workers serving 2-7 walk-in community members seeking support daily.

We provide counselling services on-site to clients, through a counsellor staff, who is currently on maternity leave,

All the workers of the Alluriarniq program are like an Inuit blanket toss for the community. Where they have a corner of the blanket and, altogether, we support the clients in their journey to heal and achieve their goals.
TI’s Food Security Program has adapted immensely since the pandemic started. Since then, we have moved to hybrid supports including grocery store gift cards, outdoor in-person programing, and provincial distribution. These options allow us to better meet the needs of the Ontario Inuit community no matter what the status of the pandemic is, where people live and/or access to program space. We have diversified our sources of food to include fresh, local nutrition like organic vegetables, honey and syrup. We have also expanded our sources of country food in the North and in the South to ensure we have the best access to delicious country food all year long.

We have many highlights this year. Early in the year, we finalized the renovation of our new food distribution centre at 301 Savard in Vanier. With COVID-19 still causing many restrictions, we were able to provide in-person food distribution on site, with the safest measures in place to protect the community. With the addition of four commercial units, two fridges and two freezers, we were able to purchase more fresh food likes fruit, vegetables, meats and cheese. It also meant that we had storage for country food and could purchase enough food to distribute to the community each week.

The next major accomplishment was the demolition of the old building on our property at 301 Savard. After many years of being decommissioned, we were able to demolish this building with the support of NTI. Removing this building allowed us to make room for something new. Plans were soon underway to install a modular building and begin the process of exploring future ideas for this property.

This year saw the implementation of a dedicated Food Security Manager and the new partnership with Community Food Centres Canada, when we became a Good Food Organization. We continue to be a proud agency of the Ottawa Food Bank network who provide our program with about ½ of the food that we distribute at no cost to TI.
OUR YEAR IN NUMBERS:

- $1.6M distributed throughout ON in grocery cards
- Average amount of people accessing the foodbank – 115 households per week – totalling 3565 visits to our foodbank this year. (August 2021-March 2022)
- Jan 15, 2022 - March 30, 2022 – 537 Households, 1000 people (bi-weekly gift cards)
- 2 dedicated food security staff members

One of the most important focuses for TI’s food security program this year was providing country food for the community during such a difficult time in isolation. We grew our partnerships with Kivalliq Arctic Foods in Rankin Inlet and forged new partnerships with Baffin Fisheries, Reconseal Inuksiut, and individual hunters in the North. We received much needed funding from new partners like Community Food Centres Canada to dedicate to the high cost of shipping food to the South. We are very proud that we were able to stock seal, char, caribou, maktaq, and various other dried meats like nikku and piksik for nearly every week we were open. The community greatly appreciated the country food, telling us that it was “soul food” and they really needed their traditional food to cope during the pandemic and stay connected to their culture. The food security program has very limited dedicated funding. Most of our funding comes from other programs that prioritize food security as part of their mandates. We would like to thank our funders and donors this year – ISC, Pauktutiit, OFIFC, City of Ottawa, MCCSS, CFCC, NTI, Ladies Who Lunch, private donors, and MOHLTC.

”Thank you to everyone involved. The support of this program has been immeasurable in helping my family though some very tough times.”

-quoted from community
Tungasuvvingat Inuit’s Cultural Education Centre Program (CECP) engages Inuit and non-Inuit individuals and groups in cultural education and language promotion. The goal of the program is to provide space for Inuit and non-Inuit to learn about Inuit regions, cultural practices, traditional skills, and language dialects.

Clients are referred to the program by referral, self, and group registration.

The TI Culture team has engaged with over 1296 individuals in the fiscal year 2021-22. Inuit Elders met 41 times through our virtual Elders Tea program and our community members met 78 times on our Inuit Zoom group. Both programs foster community connectedness, Inuktitut language skills and traditional knowledge sharing. Our Beginners Inuktitut course enrolled 15 students who attended 8 weeks of instruction, beginning their journey learning Inuktitut. Our public Inuit cultural education presentations reached over 500 individuals at work and at school. The Culture program also provided access to over 900 lbs of country food, to food insecure Inuit in Ontario through culture programs and our Food Security Program.

The development of a module-based curriculum for Inuit culture training was completed by the CECP program in 2021-22. This training includes Inuit History in Canada, Language and Culture, Social Determinants of Health, and the Urban Inuit Diaspora. This module-based training will begin delivery to the public in 2022/23.

In 2022/23 and beyond, the Culture program will continue to focus on public education, language, and traditional skills by leveraging community members who are subject matter experts. This practice of confirming our knowledge holders will continue to provide opportunities for our community and provide the best possible range of services for community members, by Inuit for Inuit.
Program Highlights

Day Counselling

The day counseling program provides emotional support to members of the Inuit community using both traditional and mainstream practices to help individuals who face difficult emotional challenges. The philosophical foundation of the program is built on Inuit Societal Values.

What Type of Programming Did We Offer?

We offered a wide variety of groups that ranged from a Grief and Loss Group, SMART Recovery (which is a cognitive behavioral program for substance misuse), a Women’s Healing group, and support services at Ikaarvik House. In addition to group work, staff met with clients one-on-one, and held safe spaces for clients to share their stories.

Our staff provided additional counseling support for events, such as Circle of Care, and participated in various advisory committee work. This type of work required staff to have a strong understanding of Inuit social history, intergenerational trauma, and the impact on Inuit urban and northern communities.

The staff applied cultural traditional healing in their work, and the clients had an opportunity to share their stories within a safe and comfortable environment in which they not judged. Clients shared their stories and reported feeling lighter and with a better sense of awareness gained.
ADVANTAGES OF THE PROGRAM?

One of the advantages of our day counseling program is that we have access to wrap-around-services. This service helps clients throughout their journey and provides us with the ability to practically tackle a multitude of issues and challenges that the client might face in their lives.

Below is a list of some of the services that we offer. Note that this is far from an exhaustive list, but it provides the reader an idea of the types of services we offer.

- Allurianiq Program (that deals with human trafficking)
- Employment and Education
- Culture
- Family Wellbeing
- Kamatsiarnig
- Social Navigator Program
- Mamisarvik Healing Centre
- Research Cancer Program
- Pisiksik Justice Department
- Effective Programming Youth Initiative
- Gladue
- Restorative Justice

MEETING THE CHALLENGES

COVID-19, as in previous years, continued to present challenges in terms of delivery and group performance. There were times when we had to manage our way through lockdowns to mitigate the risks to clients and stuff. We were able to deliver programs via ZOOM and conduct our one-on-one meetings over the telephone.

In previous years, we were able to provide staff with trauma and addiction training opportunities; however, this was a challenge because we unable to have everybody in the same spot at the same time. In the coming year, we anticipate that we will be in a better position to deliver more in-person services including individual meetings and groups. We now have a larger group room where we can meet with clients and maintain appropriate social distance and ventilation.

Despite the challenges, staff worked very hard to meet the needs of the clients, via telephone calls, ongoing zoom meetings and some in-person meetings. The staff noted that there was greater awareness about our program, and in the past year we delivered the following groups:
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While technology provided a higher degree of flexibility when faced with lockdowns, we were often challenged by technology because not every client had access to tablets, computers or smartphones that could hold the data required for online work. We noted that technology could be a barrier to services.

**PATHWAY FORWARD**

We had been forced to pivot a number of times of the last couple of years, and we are most likely not out of the woods yet. We have learned some powerful lessons and will adapt to an ever-changing environment.

Over the coming months, we note the following:

- Technology will continue to be a part of our path forward and we will need to be more creative in how we approach our work.
- Enhancing skills around trauma and addiction is important so that the staff can stay current with what is happening in the field and meet the needs of the clients.
- We will build upon the lessons from our Grief and Loss group and other groups, perhaps add a healing circle for men in which they can speak to some of their trauma and addiction.
- We will push forward with the crucial conversation training for our team as this has been cancelled several times because of the pandemic.
- We will spend time on strategies to support community events as they happen and ensured staff are emotionally prepared for these events.
Our staff are also part of the Inuit community and as certain events such as the unmarked gravesites at the Residential Schools sites or other major event across the country also impact the team. As the analogy goes, it is important to put on your own oxygen mask first before you can help somebody else on the plane. This adage rings true for our staff. They also need time to process some of these events before proceeding.

We will therefore continue to examine staff needs. For instance, what sort of notice works well, how they feel about the event and the types of briefings that works well. What supports are needed after the event?

**CONCLUSION**

The past year brought with it opportunities and challenges, in terms of services being provided and we look forward to 2022-23. We see the economy opening and as a result we will have more in person-service delivery.

The staff worked extremely hard throughout the year, providing excellent support to Inuit. Life and the pandemic impacted us all, yet the staff maintained their dedication to the community and to Tungasuvvingat Inuit.

We continued to deliver our programming throughout the year. We did so because of the innovative thinking of the TI leadership. Amanda Kilabuck took a very progressive approach and showed excellent leadership during the pandemic. Staff did not have to worry about being away because of the virus. They had access to the pandemic response leave which encouraged the staff to stay home if they were ill.

In the coming year, we recognize that day counseling program will continue to be a vital and flexible service, and we will seize opportunities to be creative in meeting client needs. We plan to add some healing circles and continue to build on our experiences from the Grief and Loss group and add an addiction peer group support. This will help clients work through triggers and cravings and contribute to their healing.
The Social Navigator program provides specifically Inuit cultural activities and referrals to medically fragile children and their families from Nunavut. The clients are accessing services from Children’s Hospital of Eastern Ontario.

The strengths of the Social Navigator Program is that we can lean on the wrap-around services, listed below is a small amount of the programs that we have to offer:

- Allurianiq Program (human trafficking)
- Employment and Education
- Culture
- Family Wellbeing
- Kamatsiarnig
- Social Navigator Program
- Mamisarvik Healing Centre
- Research Cancer Program
- Pisiksik Justice Department
- Effective Programming Youth Initiative
- Gladue
- Restorative Justice
WHAT WORKED WELL

The Social Navigators really did an excellent job in meeting the needs of the clients. As we know from previous years, delivering services during the pandemic is not always optimum, yet the team was able to pivot providing support and assistance when needed. The Navigators work continued over the duration of the year. They were able to meet virtually and plan together and organize the programming for the week. The staff were able to come into the office because we had a robust plan in keeping our staff and clients safe. Much of this was made possible because of the proactive work of our Executive Director Amanda Kilabuk, by keeping the staff well informed and up-to-date public health notices.

We have completed our videos which have been very well received by the other agencies and is presently being used in CHOE’s training modules as some other programming as well. This really is an excellent product that all of the members of the Partnership Table can be proud of and will be able to be used for some time. We have given a significant period of time for the agencies to download their respective copies and they are now on our website.

LESSONS LEARNED & CHALLENGES

At the program level, we faced with practical means of supplying the clients with the items that when needed. We will need to look at having more supplies on hand and a more robust internal system for purchasing supplies. There are items that simply cannot be planned for and need to make fairly quick purchases.

The Navigator Committee was really by any measure would be considered very successful. The participants have healthy discussions that are solutioned focused. Over the last year we had some crisis type situations and were able to meet which resulted in some longer-term solutions based on the information from these meetings. However, at the larger
Partnership Table, which would have been the most ideal place for this type of discussion often became bogged down in disagreements and overall communication challenges.

We have learned through working together we can achieve excellent programming and training material for the hospitals. The training videos was the result of all of the agencies working together and produced high-quality work. We were able to respond to crisis situations as well as for longer term solutions which is a credit to all of the agencies.

**THE PATHWAY FORWARD**

We are going to need spend more time planning in terms of longer-term needs. This might mean purchasing a healthy supply of diapers, wipes, formula. In addition to the program material. These items could be used in the event of client emergencies.

We believe adding an adult social navigator with a mix of counselling skills would be an excellent asset for the team along with some additional programming dollars. Much of the work we do is more on the preventative side rather than necessarily crisis response. That being said, perhaps looking at a support group geared towards that adults would be helpful.

Akumalik Tikivik had an idea in which we create a video that speaks directly to the dangers of the larger city and what is needed to function within the City of Ottawa. For instance, there are often very long waiting lists for supportive housing or some of the other potential difficulties of living in the city. The idea would be hopefully increasing the levels of awareness and what could be reasonably anticipated with making such a significant move.
Happy 35th Anniversary TI
The past year saw schools transition from on-line to in person learning, enabling more interaction of the Education Team with students in schools. There were two new hires in the Education Department including, Manager of Education and Education Officer. Both individuals have been involved in school and school board-related activities. Our Education Officer has attended events with Indigenous students at the Ottawa Carleton District School Board (OCDSB) to make connections and share her cultural pride with Inuit students. Working along-side the Indigenous Education Team at the OCDSB, our Education Officer has demonstrated throat singing, facilitated drumming presentations in schools and supported the Indigenous Summer Learning Program through cultural activities.

Our Education Team has played an active role in the monthly meetings of the Indigenous Education Council of the OCDSB. Feedback has been provided on school board policies and initiatives from an Inuit student perspective. Additionally, TI has been represented on the OCDSB’s Equity Committee to give voice to the Inuit community in Ottawa.

Support has been provided to individual families trying to navigate the school system on an as-need basis. Access to technology and cultural support for students has been facilitated.
The Education Team has prepared presentations for the training of school board staff in supporting the unique needs of Inuit learners. These will continue into the following school year.

The Ontario Ministry of Education is in the process of revising curriculum in a number of areas. In so doing, the Education Team has had the opportunity to provide feedback on the relevancy of the revised curriculum to Inuit learners through the consultation process and in collaboration with knowledge keepers, elders and Education Team staff. Many of the revised curricula will be released during the 2022–23 school year. Similarly, a revised process for school board improvement planning is being developed taking into account determinants of equity. The Education Team had the opportunity to provide feedback on areas of need for Inuit students within the process.

**INUKTITUT LANGUAGE INSTRUCTION WITHIN ONTARIO SCHOOLS**

The Education Team continues to support the qualification of Inuktitut speakers as language instructors within the Ontario College of Teachers. This is done in collaboration with other members of the Uqausilirijiit Circle, including representatives of the Indigenous Education office of the Ministry of Education and the Education and Culture Department at Inuuqatigiit. The Education Team also assists members of the “Circle” in determining student eligibility for high school credit achievement in Inuktitut language proficiency through the Prior Learning Assessment and Recognition (PLAR) program.

**RADIO UQALLAGVIK**

Uqallagvik, a weekly Inuktitut radio program on CKCU radio (Carleton University) has continued throughout the year. This has been enabled by the ongoing partnership with Concordia University, Nipivut, Southern Quebec Inuit Association and Carleton University and funded by the Social Sciences and Humanities Research Council.

Interviews with Inuit Elders are aired regularly on topics of interest to the community, interspersed with contemporary Inuit music.

Online training of new radio hosts was facilitated by Carleton University. This will enable broader program topics throughout the coming year.
MENTAL HEALTH FUNDING TO SUPPORT CHILDREN AND YOUTH

Funding was secured to enable continued mental health supports for children and youth. Activities related to cultural awareness and appreciation are seen to be effective in providing young people with rich and meaningful experiences that will support their well-being. These are currently being developed and will be delivered in the coming year.
Tungassuvingat Inuit Housing Support Program is comprised of 2 different but equally important parts. They are Housing First program and General Housing Support/Cultural Support Teams. Housing First program serves long term shelter clients who are chronically homeless according to the federal government definition of chronicity, as well as individuals who are unsheltered and are residing in places not meant for human habitation. The goal of the program is to move people experiencing homelessness into more appropriate housing and them providing intensive, culturally appropriate supports and services through a housing-based case management model.

Participants are referred to the program through, centralized matching process administered through the Indigenous coordinated access process, administered by Indigenous homelessness service sector.

The Housing First team has provided intensive services to 104 individuals of various ages.

The Housing program has been very fortunate to receive additional funding support from Reaching Home funding as administered by Ontario Federation of Indigenous Friendship Centres. This additional funding support has enabled Tungasuvvingat Inuit to provide additional food security support to 1100 households through out the province of Ontario. Including additional food support in the form of country food.

We have been able to undertake capital projects with regards to expansion of cultural services as well as food security for the Inuit community for Inuit residents in Ontario.
The TI General Housing support team has been able to assist 502 in many aspects of their housing journey. The general housing support team has prevented 89 evictions. The team has provided effective intervention with housing crisis situations to 99 households. The team has helped 143 households settle in the Ottawa region by providing housing education, housing search assistance, landlord advocacy, support to access furniture and household setup items needed to make a life in the south. 191 individuals have been supported in getting identification such as a birth certificate, N number, provincial photo ID card. 780 individuals have been assisted with transportation support in the form of bus tickets or taxi chits.

This year we have been fortunate to have the ability to provide additional support to the Inuit community in the form of good quality warm winter clothing, sleeping bags, and high-quality winter and summer footwear.

Our housing drop in services have been utilised at the highest rates in our existence. We have served 400 unique individuals with meals, snacks, warm/cool beverages. We have provided access to computers as well a Wi-Fi. As well as an opportunity for community members to use washroom facilities and cool themselves off in the oppressive heat.
Tungasuvvingat Inuit’s Inuit Child First Initiative program serves Inuit children and youth ages 0-17 who are beneficiaries of a land claim region. The goal of the program is to support the health, social, cultural, and educational needs of Inuit children and youth.

Clients are referred to the program through caseworker referrals and self referrals.

In 2021-22, TI’s ICFI team served 80 individual children and youth across Ontario and submitted applications for over $116,500.00 in ICFI supports to Indigenous Services Canada. In addition to individualized applications, TI’s ICFI program also included direct access to psycho-educational assessments, respite, tutoring and speech and language services.

Cultural supports for children and youth included specialized early learning programs for over 30 children under the age of 6, one on one supports for children and youth that focused on life-promotion and cultural skills, Christmas games and events including a Sugar Bush outing and Inuit Games learning and demonstrations.

The ICFI program continues to develop robust and fruitful relationships with community partners such as Inuuqatigiit, OSHNI, The Arctic Children and Youth Foundation and the Nunatsiavut government. These relationships expand our network of helpers and provide the best possible range of service coordination for Inuit children and youth, no matter where they live.
The goal of the Indian Residential School (IRS) program is to provide Residential School survivors and their families with emotional and cultural support as they walk through their healing journeys. Over the years, the program has expanded to reflect changes in the community and to respond to the intergenerational trauma experienced by many of the members of the Inuit community.

2021-22 ADAPTING TO THE NEW ENVIRONMENT

As noted, 2020 required adaptation and flexibility due to uncertainty. In 2021-22, it became clear that we were starting to see a new normal which meant that we had to be prepared to leave the office and remotely using video conference technology or the telephone. When needed, we used a large group room that enabled staff to appropriately social distance and follow the required Covid-19 protocols (i.e., masking in the shared spaces).

In spite of the changes, staff adapted well, and we have been able to effectively plan and deliver groups and provide extensive support to community members in person when needed. We also observed a significant uptake in the Day School application forms.

Over the last few years, we have been very fortunate to experience no turnover in the program, this has been extremely beneficial for training and continuity. This has also led to staff being able to connect with the community and ultimately this has enhanced the quality of the
programming. Staff showed their ability to work through a period which was at times unpredictable and have ensured consistency in the delivery of the program.

We know that 2022 will see a continuation of opening of the economy and we recognise that will more than likely see additional waves. The silver lining is that we have gained a lot of experience in being flexible and keeping our staff safe.

TI has been extremely innovative and progressive in its response to the Pandemic. Our Executive Director was proactive in connecting with Ottawa Public Health which kept our organization on top of the latest developments regarding Covid-19 and the vaccination process, not to mention a pandemic leave provided for when staff were sick with the virus. This played a critical role in the prevention of the spread of the virus among the TI staff and clients.

We anticipate that there will be more programming that would include healing circles (peer support groups) in addition to the present work we have been doing. Below you are the types of groups we delivered over the last year.

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THE PATH FORWARD 2022-23

We know that Covid-19 will potentially continue being an unwelcomed guest for the foreseeable future. We know there will be ongoing mental health challenges exasperated by Covid-19. We will therefore continue to be proactive in our response and aim to provide as much safe in-person work as possible.

We know the opioid crisis will continue to rage on and we will need to develop a stronger understanding of some of the street drugs such as opioids, stimulant use, as well as cannabis and alcohol and the impact on behaviour. This will help staff when designing programs and planning on how to best work with clients based on where they are in their journey.

We are looking forward to building on our work from last year. We are going to enhance the Grief and Loss group and make some changes based on the program we delivered a year ago as well as add some fairly straightforward healing groups.

We plan to add a new position for a trial period in order to assess the feasibility of including a navigator/counselling position which would be very similar to the existing navigators with more emphasis on doing some crisis preventative work, making referrals, being part of the navigation and counselling team. The objective is not to provide ongoing crisis counselling but to help clients make the required connections with the various parts of their system.

CAPACITY BUILDING 2022-23

Part of the capacity building over the next year is going to be to develop a stronger understanding of the different types of substance misuse issues and assess how this might impact certain types of behaviours and evaluate possible treatment options within the city.

Over the last two years we planned Crucial Conversation Training for our staff; however, it was has been delayed for roughly two years, due of the challenges of Covid-19.

We are going to look at internal options for developing our knowledge on substance misuse and the means of being able to respond.
2021-22 had its fair share of challenges as the pandemic seemed to just push forward. We had several closures; however, we were able to respond to client needs by being proactive as an agency.

We anticipate more challenges as we move throughout the next fiscal year. This time we are armed with staff that have been vaccinated, much more knowledgeable about Covid-19 and has shown the ability to respond.

We will continue to plan for as much in-person work as possible, while remaining flexible to use remote tools when needed.
PROGRAM HIGHLIGHTS

Kamatsiarniq Program

PREVENTION / EARLY INTERVENTION SERVICES - SAPUJJIJUIT PROGRAM

The Kamatsiarniq Program at Tungasuvvingat Inuit works specifically in the area of Inuit child welfare. Kamatsiarniq Services support and advocate for Inuit who have come into contact with Children’s Aid Societies. This program provides education & training, direct services to children, youth, and families, and provides Inuit representation within the child welfare system.

Tungasuvvingat Inuit, in collaboration with Inuuqatigiit Centre for Inuit Children, Youth and Families (Inuuqatigiit Centre) and the Inuit Community in Ontario began developing an Inuit-specific caregiver assessment and pre-service training model, including a Train the Trainer component, for use when approving Inuit foster carers (including kinship care) for Inuit children and youth (the Sapujjijuit Program).

The Sapujjijuit Program has been developed by Inuit for Inuit, grounded in the principles of Inuit Qaujimajatuqangit and Inunnguiniq. The overall goal of the program is to increase the number of family and community placements for Inuit children and youth who are unable to safely remain at home. In February of 2022, the Sapujjijuit Team worked with Okpik Consulting to deliver a community consultation and subsequent report about the needs of the Inuit community. We learned from Elders, youth and parents about system barriers and what the community wants to see in an Inuit-specific training program.

To highlight what we heard from community, we worked with Akiani Consulting to produce a report called “Understanding the Lack of Cultural Match Placements for Inuit Children and Youth in Care in Ontario.” The report, along with the consultation results can be found on our website.
Under the child welfare redesign, the Government of Ontario (Ontario) has committed to $5 million to enhance access to prevention-focused customary care for Indigenous children. The Child, Youth and Family Services Act, 2017 (“CYFSA”) defines customary care as “the care and supervision of a First Nations, Inuk, or Métis child by a person who is not the child’s parent, according to the custom of the child’s band or First Nations, Inuit or Métis community.”

This prevention-focused funding is intended to subsidize customary care in cases where a child would benefit from an alternative caregiving arrangement were there are no protection concerns. TI, as the representative of the Listed Community (Inuit Tapiriit Kanatami) under the legislation, was delegated authority to administer this funding to qualifying Inuit families in Ontario. This year, Kamatsiarniq was able to utilize this fund to support two families. In both situations, the families used the funding to pay family members/community members to care for their child/children, support the child’s needs and to offer transportation. One of the greatest impacts from the perspective of delivery of front-line services, is having quick access to the funding in situations where it was an immediate need to avert the crisis of CAS involvement for families. Both the families and the carers expressed gratitude and relief that this was an option available to support their family.

“The Urban Journey of Nuka and Yuri” is a comic book created to inform Inuit youth involved with Children’s Aid Services of their rights in a way that resonates with them. There are various resources out there for youth in care, but they are all written by non-Inuk outside parties, and are very boring with complicated and inaccessible language. Tungasuvvingat Inuit was approached to make a culturally significant, informative story that Inuit youth could relate to and understand. The Kamatsiarniq team held several youth engagement sessions in the summer and fall of 2021 to make sure that the youth voice led the project, and we are very thankful to the ten youth that guided us. We also worked with Design DePlume to illustrate and design the comic. The storyline follows a pre-teen and their younger brother who are placed in separate living situations in Toronto, far away from their home and family in Arviat, Nunavut. They navigate group homes, bullies, and not having access to country food or culture. The comic book is nearing completion, and we will release it once the Inuktitut translation has been finalized.
INUIT-SENSITIVITY TRAINING

The Kamatsiarniq team offered three types of Inuit Cultural Sensitivity and Competency Training.

The first training, offered by Tauni Sheldon, Crystal Martin-Lapenskie, and Paige Kreps is a 4 hour Zoom session named “Inuit Cultural Sensitivity Training.” This training is designed to give participants a better understanding of the historical, legal, social, and political circumstances of Inuit in Ontario and provide insight into Inuit culture, traditional parenting practices, the effects of colonization and urbanization on Inuit families. We discuss the history of residential schools, high arctic relocation, food and housing insecurity and how these continue to affect Inuit to this day. Our goal is that this learning helps to inform service workers in their practice when working with and supporting Inuit children, youth, adults and their families.

We offered six training sessions to a total of 210 service workers. One participant shared, “It was information rich. The presenters were well-informed and kind in their presentation and this engaged me into feeling I could raise questions,” which is a sentiment shared by dozens of other feedback forms. 91% of participants who offered feedback agreed that the training increased their skills to work with and support Inuit, and many appreciated the personal stories and attention to detail of the presenters.

The second and third trainings were offered by consultants Kevin and Mary Qamaniq-Mason, who bring their experience as Inuit foster-carers into their work. (Mary is not Inuk but together with Kevin, they are an Inuit family) “Working with Inuit Families“ is a 10-hour, 2-day training for Children’s Aid Society (CAS) workers. “Building Relationships with Inuit Families, Youth and Children” is a 7 hour, 2 day training for foster carers, adoptive parents, and resource families. These trainings challenge participants to examine their inherent cultural biases and develop tools for identifying and addressing cultural miscommunication. Participants learn about traditional Inuit childrearing practices and values around family under a cross-cultural lens. Over 35 participants took part in these courses. We will continue offering them in the 2022-2023 year. CAS workers commented that they learned so much about communication styles, the realities of Inuit families moving down south, and even the distinctions between First Nations, Metis, and Inuit. They will be able to bring this knowledge into the work they do.
Kamatsiarniq responded to many notifications in the 2021-2022 fiscal year and supported 148 Inuit families from across Ontario. Our program is continuing to see a steady increase in the number of notifications coming from Child Protection Agencies across the Province. To meet the high demand for child protection support, we have made internal partnerships with other TI programs, including external partnerships with other Indigenous and community organizations. Kamatsiarniq purchased various self-care items and books, all from Inuit vendors. These items were shared with Inuit families across the province, who were very grateful to receive these cultural gifts.

“I was so grateful to receive the package with things that reminded me of home and my Inuit family, I was in a dark place at the time, and it definitely raised my spirits” – a quote from a family living in Northern Ontario:

As this new program progresses, we are connecting with Inuit Families who had been disconnected from Inuit-specific resources. We have been able to support families to become beneficiaries with their associated land claim region, which in turn supports eligibility for their families to important and necessary programs such as Non-Insured Health Benefits, as well as Child First Initiative applications.

We have encountered many success stories, but one that sticks out is how we were able to support a young Inuk mother, through her healing journey after being a child in care herself and experiencing the loss of two of her children permanently to the system. By offering prevention support, advocacy and system navigation, this mom successfully had her third child returned to her care. This is a direct quote from this resilient Inuk mom:

“The Kamatsiarniq team has provided me with amazing support, any time I reach out, I am answered immediately, and my needs are met with the best of their ability to help. I’ve loved working with you guys for the last year and can’t wait to continue our work together. Everyone in the team is so friendly and giving. The support I’ve got with my hard times has been easier to deal with as the team works so hard to accommodate everyone.”

With the delivery of Cultural Sensitivity Training, the Kamatsiarniq program has observed a growing awareness and knowledge for non-Inuit workers who support Inuit families in Ontario about Inuit culture and social norms. Our first training module around cultural sensitivity was a huge success, reaching close to 800 front-line workers / foster carers and expanding to a 2-day intensive training for front-line workers and foster care/kinship providers.
Pisiksik Justice Department (PJD) of Tungasuvvingat Inuit provides direct support to Inuit clients in contact with the criminal justice system. Every effort is made to provide support for those at high risk of entering the system or have previously had contact with the system.

The program is a multifaceted when it comes to how it tackles the justice system issues, it is an amalgamation between direct service delivery, diversion to client-tailored services and programs, and advocacy through policy change.

PJD has successfully fulfilled it’s obligations outlined in our service agreement with the Ontario Ministry of Attorney General. The following project highlights for 2021-2022, outline the continued progress from the previous year:
GLADUE PROGRAM

Gladue ensures that Indigenous offenders can exercise their rights under Section 718.2(e) of the Criminal Code of Canada. Gladue is a way for the criminal justice system to reduce the rate of the Indigenous population in the correctional system, and to reduce the rates of reoffences. Gladue provides clients an opportunity to avoid becoming a statistic and for them to take control of their healing and wellness. It provides clients with access to culturally relevant and culturally appropriate programs, services, and resources to realize their healing and wellness plan.

- 7 clients carried over from the previous year
- 15 new Gladue clients referred (2 females and 13 males)
- 2 clients withdrew from the program voluntarily
- 13 Gladue reports were completed and submitted to the Courts (4 females, 11 males)
- 6 report not completed and carried forward to the next fiscal year

RESTORATIVE JUSTICE PROGRAM

Restorative Justice (RJ) is an approach to justice in which the response to a crime is to organize a conference between Inuit clients, those affected, and sometimes with representatives of a wider community as well. The goal is to negotiate for a resolution to the satisfaction of all participants involved. The aim of the program is to eventually divert Inuit clients from traditional court system (which often involves incarceration) to Restorative Justice, culturally based practices. This provides an opportunity for Inuit clients to tell their story; accept responsibility for and acknowledge the harm caused; hear how their behaviour affected others; and participate in determining how to repair the harm.

- Ikajuralattiiit Restorative Justice Committee (IRJC) members continued providing input to the development of the program and met monthly.
- Restorative Justice Conferencing Facilitator training was completed in the fall of 2021. The training was held virtually for six (6) weeks, involving PJD staff, IRJC members, Inuuqatigiit Youth Justice staff and a member of the Ottawa Police Diversity Resource & Relations department.

Diversion Protocol Agreement between TI/IRJC and the Crown was signed off in March 2022.
In 2021-22 the Employment Center saw a few staffing changes and changes in service delivery to keep up with the many changes COVID-19 has brought into our lives. The team has maintained a high level of service delivery both individually and in its pre-employment group training. We have also found ways to better streamline services for better efficiency and tracking purposes.

We have an account with Mr. Safety Shoes to better assist the community with PPE, other types of gift certificate links for work and family needs; allowing clients to get what they need when they can and not by appointment only. A general email address so all the Employment team can see inquiries and answer in a timelier manner. A staff member that speaks Inuktitut New tools for ARMS to reduce the paper form and reduce data entry time in the future significantly. Last but not least, we’ve added a Finance & Program Officer position with capacity funding, this allows for more accurate reporting and time for the counsellors to be more active in other areas.

This comes just in time, as numbers of requests have risen to numbers bigger than before COVID-19. Urban Inuit are now returning to work or post secondary training in more planned out ways than before. The request for ISP’s are climbing weekly.
PRE-EMPLOYMENT PROGRAMMING

This last year we delivered our familiar pre employment programming:

- iSister’s: 1 online session with 2 other hybrid sessions with Dress to Success refers after completion
- Forklift & Warehouse Training: 3 different in person sessions
- Security: 1 online session that allowed for participants to complete at their own pace.
- Heavy Equipment operator: 1 competition that sent 2 successful clients to Operating Engineers Training Institute of Ontario in Morrisberg & 1 other youth sponsorship with their 3 month Indigenous Pre-Apprenticeship training, all are employed in the field.
- First Aid & CPR certification
- TWS: Larga, Nanook Training
- ICSW: 11 students enrolled in November 2021 for diploma training to be Indigenous Support Workers upon completion.

SUCCESS STORY

Haley Ford-Robinson wants to mentor other students. Read her story of success in real estate in Ontario.

“I grew up in Makkovik, Nunatsiavut where my Mom is from until our family moved to Ontario when I was in middle school. The transition wasn’t easy but my parents selflessly wanted me to have access to all of the opportunities that Ontario had to offer. Because of this I have grown a great network here which will lend itself very well to my new career in real estate.

As much as Ontario is a great place for opportunity, I wouldn’t have access to obtaining my license without the support of TI and their incredible employees in Employment Services. They not only walked me through every step of the process of this complex course and process but they supported me like a family member would. There were countless times I wanted to give up but every time, They would be there to support me and encourage me to continue on this difficult journey.

The COVID-19 pandemic has been hard on all of us and if it weren’t for the support of TI in helping me obtain this designation to be a real estate agent, I would be totally lost.”
A snapshot of Human Resources’ activities from fiscal year 2021.

Functional areas of the Human Resources department are staffing and workforce planning, compensation, benefit administration, diversity, equity and inclusion, employee relations, policy development, succession planning, training and development, HR system administration, compliance reporting, safety/risk management and personnel management.
STAFFING AND WORKFORCE PLANNING
There were 19 new hires and 18 separations in 2021. Offering interviews in Inuktitut.

Number of Ti Staff to fiscal 2021 - 97 Staff
44% Percent of Inuit staff as of August 2022
Recruitment of Inuit is a primary focus for recruitment and strategies to provide opportunities for on-the-job training for higher duties.
** Please note that the percentage above are approximations due to limited self-identification numbers.

TI PRIORITIZES INUIT HIRING
- Applies various Inuit-specific recruitment practices
- Supports career development and training
- Given the opportunities to promote from within and provide training for succession planning, positions are tailored for mentoring roles.

COVID-19 RESPONSE AND SUPPORT
The health and safety team focused on prompt actions for safety protocols and ensured the health and safety of the community was always prioritized. The team created guidance documents and standard operating procedures, consulting on strategy and providing direction on remote work advice. All staff have completed mandatory COVID-19 Awareness Training. TI provides strong Employee and Family Assistance support for the health and wellbeing of staff.

TUNGASUVVINGAT INUIT PRIDES ON THE DIVERSITY OF OUR WORKFORCE.
Tungasuvvingat Inuit is committed to a program of staff development based on a goal of creating opportunities for employee growth which will benefit our community and the individual.

CHALLENGES
In 2021, Covid-19 pandemic continued to bring about several challenges.
- Daily interactions/communication/administration for Covid related questions.
- A decision was made to extend Covid-19 leave policies and practices.

Assistance with monitoring and administration around masking
• requirements. Posters and communications sent to all staff with any changes.
• Employees returned to in office work in January of 2021 with hybrid remote work options.

TOP ACCOMPLISHMENTS
• Continued hiring during the pandemic
• Continued measures for staff well-being to continued community support
• Review of compensation strategy and plan for new compensation platform
# FINANCE

**STATEMENT OF OPERATIONS - FOR THE YEAR ENDED MARCH 31**

<table>
<thead>
<tr>
<th>REVENUE</th>
<th>2022</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canadia Mortgage and Housing Corporation</td>
<td>$33,609</td>
<td>-</td>
</tr>
<tr>
<td>Canadian Partnership Against Cancer</td>
<td>185,801</td>
<td>175,767</td>
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<tr>
<td>City of Ottawa</td>
<td>1,031,263</td>
<td>976,049</td>
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<tr>
<td>Good Food Access Fund</td>
<td>27,343</td>
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<tr>
<td>Concordia University</td>
<td>8,095</td>
<td>9,126</td>
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<tr>
<td>Employment and Social Development Canada</td>
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<tr>
<td>Department of Canadian Heritage</td>
<td>40,053</td>
<td>55,875</td>
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<tr>
<td>Indigenous and Northern Affairs Canada</td>
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<td>Indigenous Services Canada</td>
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<td>832,897</td>
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<td>Kivalivak Association</td>
<td>248,642</td>
<td>166,343</td>
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<tr>
<td>Kitikmeot Inuit Association</td>
<td>57,664</td>
<td>21,909</td>
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<td>Laidlaw Foundation</td>
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<tr>
<td>Ministry of Children and Youth Services/Ministry of Community and Social Services</td>
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<td>3,013,927</td>
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<td>Ministry of Solicitor General</td>
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<td>Ministry of the Attorney General</td>
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<td>Ministry of Health</td>
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<td>Ministry of Indigenous Affairs Ontario</td>
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<td>Ontario Federation of Indigenous Friendship Centres</td>
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<td>Nunavut Tunngavik Incorporated</td>
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<td>United States Department of State</td>
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<td>University of Toronto</td>
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<td>Wabano Centre</td>
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<td>41,179</td>
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<td>Women and Gender Equality (WAGE)</td>
<td>67,702</td>
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<td>Others</td>
<td>7,354</td>
<td>6,728</td>
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<td>Requested services</td>
<td>26,783</td>
<td>20,389</td>
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<td>Donation revenue</td>
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<td>59,836</td>
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<td>COVID-19 Support funding</td>
<td>1,969,860</td>
<td>1,820,511</td>
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<td><strong>Total</strong></td>
<td><strong>13,341,749</strong></td>
<td><strong>11,063,621</strong></td>
</tr>
</tbody>
</table>

**Expenses (Note 11)**

| Expenses (Note 11)                           | 13,072,501| 10,755,889|
| Excess of revenues over expenses before revenue (expenses) related to tangible capital assets | 269,248   | 307,732   |
| Revenue (expenses) relates to tangible capital assets | (202,063) | (212,744) |
| Amortization of tangible capital assets       | 77,446    | 80,635    |
| Amortization of deferred capital contributions related to tangible capital assets | 158,107   | 158,107   |
| Amortization of deferred gain on sale of tangible capital assets | 33,490    | 25,998    |
| **Total**                                     | **33,490** | **25,998** |

**Excess of revenues over expenses**

| Excess of revenues over expenses               | $302,738  | $333,730  |
Tungasuvvingat Inuit