



2023-2024 Annual Report
on the Implementation Plan for
**Yukon's Missing and Murdered Indigenous Women,
Girls and Two-Spirit+ People Strategy for Changing
the Story to Uphold Dignity and Justice**

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Purpose of this Report

Changing the Story to Upholding Dignity & Justice: Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People Strategy and its Implementation plan were created as whole-of-Yukon documents that exist beyond any one government or organization's jurisdiction. They were designed to be flexible, in order to respond to the evolving needs and priorities of Indigenous Women, Girls and Two-Spirit+ people, while maintaining accountability through reporting and annual accountability forums.

This annual report is the first effort at a comprehensive review of the status of objectives and milestones identified in the implementation plan. Partners and contributors were invited to report on actions taken within the 23/24 Fiscal Year. The Yukon Government's Women and Gender Equity Directorate (WGED), in its role as secretariat support, compiled all submissions into this report.

Like the Strategy and Implementation plan, this is a whole-of-Yukon document that includes Indigenous Women's Organizations; Yukon, Canada, First Nations and Municipal Governments; and Yukon Non-Government Service Organizations. The report belongs to all partners committed to the Yukon's Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People Strategy for Changing the Story to Uphold Dignity and Justice and re-affirms the commitments made as signatories to the MMIWG2S+ Declaration:



Together, and as individuals, we are committed to do our part to take action for the implementation of Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy, and initiatives that contribute to the vision set out in the Strategy. We commit to end violence, including all forms of race and gender-based violence, and to uphold dignity and justice for Indigenous Women, Girls and Two-Spirit+ people in the Yukon. We commit to being accountable to families, survivors, other partners, contributors, and Yukoners for implementation of this Strategy.”

To visually identify the progress on each of the milestones, a color code was used to indicate the status of each milestone in the Implementation plan. For the purpose of accessibility, with the color coding we have also included lettering for visual identification. : Not Yet Started (NS), In Process (IP), Complete (C) Ongoing (O).



Beneath each objective, Women and Gender Equity Directorate inputted the summary of actions, as submitted.

As a first report, this document is a starting point meant to set the foundation for on-going collaboration and accountability. The Annual Report will be made public following the 2024 Accountability Forum. It is anticipated that through the Forum and other accountability measures, input will be gathered on how to improve reporting in future years and ensure that it is consistent and complete.

Background

After tireless family activism and calls for justice, the Government of Canada initiated the National Inquiry into Missing and Murdered Indigenous Women in Girls in 2016. Yukon families were the first in Canada to courageously testify and share their stories. After more than two years of inquiry that included family, expert and institutional hearings, the National Inquiry into Missing and Murdered Indigenous Women and Girls released its Final Report, *Reclaiming Power and Place*, in June 2019. The report delivered 231 Calls for Justice directed at all levels of government, institutions, social service providers, industries, and all Canadians. *Reclaiming Power and Place* revealed that persistent and deliberate human and Indigenous rights violations and abuses are the root cause behind Canada's staggering rates of violence against Indigenous Women, Girls, and 2SLGBTQIA+ people.

The Yukon Advisory Committee on Missing and Murdered Indigenous Women, Girls, and Two-spirit+ people (YAC) were created in the spring of 2015 to guide and support the first Yukon Regional Roundtable on MMIWG2S+ and to connect the work of the National Inquiry in the Yukon to families of MMIWG2S+, and Indigenous survivors, experts and communities. Following the National Inquiry, the committee's mandate was expanded to include the development and implementation of Yukon's response.

Background

In response to the final report, the YAC began to develop a whole-of-Yukon strategy on MMIWG2S+, recognizing it would take coordinated efforts to implement the Strategy; an approach that would bring together governments, partners and contributors to join efforts and create change together. Contributors also needed to hold themselves and each other accountable to commitments made.

Based on this approach, the Yukon's MMIWG2S+ Strategy was released in a ceremony in December 2020 and signed by all orders of government in the territory, representing more than 50 signatories.

At the first MMIWG2S+ Accountability Forum held in May 2022, partners and contributors shared promising practises they were leading across the territory, such as community safety planning, child welfare initiatives, emergency housing responses, and cultural revitalization. Gaps were also identified, with family members and survivors bringing attention to the importance of supporting Men and Boys to take action to end violence, as well as the importance of safe, secure, affordable transportation. In response, two additional priorities were added.

To assist partners and contributors in focusing and prioritizing resources, the Yukon Advisory Committee released 12 priority items in December 2022, the original 10 and the two new priorities identified by family members and survivors. This document identified key objectives for each action item: specific actions that, when completed, would advance the Strategy's ultimate vision of safe, healthy and violence-free Yukon communities. It also identified key milestones, which represent the outcomes to strive towards in the short, medium, and long term. Some priorities included implementation considerations such as additional guidance, related work underway, and relevant research and reports.

The full *Implementation plan for Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy* was published in May of 2023. This plan is the management tool developed to guide the Strategy's signatories, contributors and partners towards making the Strategy's vision real, and clearly links to the Strategy's four paths: strengthening connections and supports; community safety and justice; economic independence and education; community action and accountability.

As a management tool, it includes milestones, implementation leads, proposed timelines, and implementation considerations. These milestones and timelines are included to help measure progress on the Strategy's objectives and support accountability.

The Yukon Advisory Committee on MMIWG2S+ is now evolving to better support the work ahead. To support implementation, a Collaboration Circle on Yukon Missing and Murdered Indigenous Women, Girls, and Two-Spirit+ Yukoners has been created and will be seeking representatives from key partners. The Collaboration Circle will help implement *Changing the Story to Upholding Dignity and Justice: Yukon's Missing and Murdered Indigenous Women, Girls, and Two-Spirit+ People Strategy* by taking actions including but not limited to:

- reporting on activities, funding, and programs related to the Yukon MMIWG2S+ Strategy and Implementation plan;
- being a catalyst for partnerships and coordinating actions;
- providing content and updating on progress to the Annual Accountability Forum and Progress Report; and
- integrating recommendations from the Accountability Committee and Leadership Committee into activities.

This Collaboration Circle will be co-chaired by the Government of Yukon's Women and Gender Equity Directorate and Indigenous Women's Organizations; and include representative(s) of the families, Government of Yukon, Government of Canada's Department of Indigenous Services and Canadian Economic Development, Council of Yukon First Nations, First Nation Governments. In addition, representatives will be sought from a variety of sectors, including but not limited to, the areas of education, health, justice, and community service groups. Additional participants may also be invited to participate based on emerging opportunities.

We will strive for diversity of perspectives across sectors, gender identity and expression, grassroots and formal positions, and location in the membership of the Collaboration Circle. We encourage our partners to consider their representatives as we quickly approach the establishment of this group.

Message from the Yukon Advisory Committee

We are pleased to be part of this first annual progress report on the Implementation plan for Yukon's MMIWG2S+ Strategy.

We have always known that all partners and contributors are doing incredible work in our communities that upholds dignity and justice for Indigenous Women, Girls, and Two-Spirit+ people. This annual report offers a partial snapshot of what is happening across the territory. Sometimes, the work is led by government or community organizations, but often it is grassroots, led by the people on the ground, from every region of the Yukon.

Families and survivors have always known best what has helped to heal, to commemorate loved ones, and prevent injustice in the future. These voices, your voices, must always remain central to the implementation of Yukon's MMIWG2S+ Strategy.

To support this, we are shifting our Committee into three new bodies: one focused on accountability, one focused on collaboration and implementation, and the third focused on leadership.

As our work on the original committee comes to an end, it is necessary the work continue. We all remain committed to our shared vision of healthy, safe and violence-free communities where Indigenous Women, Girls, and Two-Spirit+ Yukoners are respected, inherently valued, and treated equitably with dignity and justice.

We hope all Yukoners continue to see themselves in this Strategy and consider how we can all play a role.

Sincerely,

Ann Maje Raider

Executive Director, Liard
Aboriginal Women's Society
Yukon Advisory Committee
Co-chair

Doris Bill

Yukon First Nations
Representative
Yukon Advisory Committee
Co-chair

Hon. Jeanie McLean

Deputy Premier and Minister
responsible for the Women
and Gender Equity Directorate,
Government of Yukon
Yukon Advisory Committee
Co-chair

Collaboration with our Implementation Partners

The following partners have contributed to the success of this reporting through the actions of their organizations, governments and departments. This report would not have been possible without the reporting of these important partners.

Whitehorse Aboriginal Women's Circle

Yukon Aboriginal Women's Council

Liard Aboriginal Women's Society

Women and Gender Equity
Directorate Yukon

Yukon Advisory Committee on MMIWG2S+

Territorial Youth Collective

BYTE, Empowering Youth Society

Royal Canadian Mounted Police –
M Division

Assembly of First Nations, Yukon Region

Government of Canada

Indigenous Services Canada

Council of Yukon First Nations

Kwanlin Dün First Nation Government

Ta'an Kwäch'än Council Government

Carcross and Tagish First Nations
Government

Canadian Northern Economic
Development Agency

Crown Indigenous Relations and
Northern Affairs Canada

Kluane First Nation Government

Nacho Nyak Dun Government

Yukon Government Department of Justice

Yukon Health and Social Services

Yukon Government Executive
Council Office

Yukon Highways and Public Works

Community Services Yukon

Energy Mines and Resources Yukon

Yukon Department of Environment

Yukon Government Public Service
Commission

Tourism and Culture Yukon

Yukon Department of Education

Yukon Housing Corporation

Little Salmon Carmacks First Nation
Government

MMIWG2S+

Declaration 2020

As Yukoners and leaders, we acknowledge the work of the National Inquiry into Missing and Murdered Indigenous Women and Girls and accept the findings of “Reclaiming Power and Place,” the Final Report of the National Inquiry. As Yukoners and leaders, we acknowledge the unceasing commitment of Yukon Indigenous survivors and families in pursuing justice, dignity, and safety for Women, Girls, and Two-Spirit+ people and family members.

Together, and as individuals, we are committed to do our part to take action for the implementation of *Changing the Story to Uphold Dignity and Justice: Yukon’s MMIWG2S+ Strategy*, and initiatives that contribute to the vision set out in the Strategy. We commit to end violence, including all forms of race and gender-based violence, and to uphold dignity and justice for Indigenous Women, Girls, and Two-Spirit+ people in the Yukon. We commit to be accountable to families, survivors, other partners, contributors, and Yukoners for implementation of this Strategy.

Implementation Principles

Inclusivity and Interconnection

By working together with all governments, non-governmental organizations, the private sector, and the Yukon people, the Yukon Strategy on MMIWG2S+ recognizes that it will take coordinated efforts to implement this Strategy. Women, Girls, and Two-Spirit+ individuals living with FASD, or other disabilities will be fully included and considered.

Equity and Equality

Social inequities and inequalities perpetuate violence. The implementation of this Strategy will identify and address patterns of racism, sexism, discrimination, and bias to improve justice, equality, and equity among Yukon people.

Sustainability

Partners must come together and invest in changing systems, improving services, providing comprehensive, multi-year funding and in developing First Nations and the Yukon service providers in all relevant fields over the long term to embed changes.

Accountability

All contributors to the development and implementation of this Strategy must hold themselves and each other accountable for their commitments in leading or partnering on the implementation and action plans applicable to them.

Implementation Plan Goals

- Implement coordinated and effective violence prevention, intervention, and crisis response across the Yukon that contribute to safer and healthier communities for Indigenous Women, Girls and Two-Spirit+ people.
- End violence against all Indigenous people in the Yukon, in particular Women, Girls and Two-Spirit+ people in the Yukon.
- Increase the economic independence of Indigenous Women, Girls and Two-Spirit+ people.
- Increase public awareness and engagement with the community in ending violence against Indigenous Women, Girls, and Two-Spirit+ people.

Priority Action Items

In 2022, the Yukon Advisory Committee released 12 priority action items under Yukon's MMIWG2S+ Strategy. The Committee put a spotlight on these items because they represent the critical and timely work that signatories must begin work on immediately. These priority action items are identified and included throughout the Implementation plan. Here is a summary of the 12 actions.

Priority Action Items:

1. Commemoration
2. Land-based Infrastructure and Programming
3. The United Nations Declaration on the Rights of Indigenous Peoples
4. Community Safety Assessments, Plans and Implementation
5. Strengthening and Improving Sexualized Assault and Violence Response Programs
6. Resource Extraction and Major Infrastructure Projects
7. Safe Housing and Freedom from Poverty
8. Indigenous Women's Organizations
9. Strategy Accountability Framework
10. MMIWG2S+ Trust Fund
11. Transportation and Communication
12. Engaging Men and Boys in Ending Violence against Women

Implementation Plan

Four Paths to Changing the Story

Path 1:

Strengthening Connections and Supports

Path 2:

Community Safety and Justice

Path 3:

Economic Independence and Education

Path 4:

Community Action and Accountability

Path 1: Strengthening Connections and Supports



1.1 MMIWG2S+ Family/Survivor Support and Involvement

Keep families at the heart of “Changing the Story” by providing ongoing support and involvement including the implementation of this Strategy.

1.1.a. Establish a network and interagency system to support affected families and survivors.

Milestones	Lead	
Directory of affected families and survivors to remain engaged with the implementation of the Strategy. (Years 1-5)	Indigenous Women's Organizations	NS
Network of advocacy services and supports for Indigenous Women, Girls and Two-Spirit+ people. (Years 1-5)	Indigenous Women's Organizations	IP
A memorandum of understanding with British Columbia, Northwest Territories and Alaska. (Years 1-5)	Indigenous Women's Organizations	IP
The development of a protocol document guiding a coordinated emergency response for Indigenous Women, Girls and Two-Spirit+ people. (Years 1-5)	Indigenous Women's Organizations	IP

Summary:

For network of advocacy services and supports for Indigenous Women, Girls and Two-Spirit+ people, the Yukon Aboriginal Women's Council (YAWC) has a MMIWG2S+ Coordinator providing regular programming and maintaining contact with survivors and family members.

LAWS maintains up-to-date contact information to ensure that families are engaged in implementation of the Strategy, events, and activities. They continue to work with other Indigenous Women's organizations, the Women's Coalition, Family Information Liaison Unit (when available/

staffed), Yukon Government, First Nation Government departments, and other service providers (e.g. non-profits) to ensure that Indigenous Women Girls and Two-Spirit+ have access to a network of advocacy services and supports. Additional support is needed to map changing resource landscapes to work towards seamless, wrap-around services and supports are available in the communities.

The Women and Gender Equity Directorate provides secretariat support to the Yukon Advisory Committee as well as the Collaboration Circle for ongoing implementation. WGED has worked with the Yukon Advisory Committee on MMIWG2S+ to plan and hold Accountability Forums in 2022, 2023, and in October 2024.

The network of advocacy services and supports for Indigenous Women, Girls and Two-Spirit+ people is being addressed by various partners. The Yukon Aboriginal Women's Council (YAWC) as created an inter-agency road map and associated brochures that summarizes available services and organizations in the areas of Addictions, Housing, Mental Health, Physical Health, Youth Services, and Women's Services in Whitehorse, Dawson City, and Watson Lake.

Whitehorse Aboriginal Women's Circle (WAWC), YAWC and LAWS have increased their communication amongst the Indigenous Women's organizations on the services each organization provides. WAWC is an active Yukon Women's Coalition member and often provides cultural and on-site supports to other members' programs and services.

Yukon Health and Social Services continues to operate the Mental Health and Substance Use Services and has created the Hub Services, offering rapid access counselling programs in all Yukon communities. This work is on-going.

Indigenous Women's Organizations and the Yukon have lobbied for a Memorandum of Understanding (MOU) with British Columbia, Northwest Territories and Alaska to establish a network and interagency system that would support affected families and survivors. YAWC met with US Consul General James DeHart in April 2024 to discuss how Canada and USA can collaborate to improve the welfare of Indigenous peoples on both sides of the border.

As part of the Yukon Advisory Committee, the Indigenous Women's Organizations met with Yukon Government and the Alaskan Consul General for BC/Yukon in summer 2024 to discuss a transboundary MOU with the state of Alaska. More work is needed to determine

1.1.a. what the MOU would outline, in addition to the current Yukon/Alaska Accord that was renewed in early 2024. Minister McLean met with the Governor, as well, which informed the conversation with the Consul General. At this time, LAWS has not initiated conversations with BC or NWT, though it is our understanding that Yukon has reached out as a first step to discussions with both regions.

Women and Gender Equity Directorate has met with officials from Alaska, Northwest Territories and British Columbia to discuss the parameters of potential MOUs.

In the development of a protocol document guiding a coordinated emergency response for Indigenous Women, Girls and Two-Spirit+ people, LAWS has begun reviewing the “What to do when someone goes missing” guide that was revised and re-released in 2016 by Yukon Aboriginal Women’s Council. Additional work is required to coordinate meetings with emergency responders regarding current processes, as well as emergency management planning. LAWS’ research indicates that both additional capacity and training are needed to develop a fulsome response that accounts for emergency measures, as well as existing and developing community safety plans. To date, there has not been appropriate funding to enable LAWS to pursue this milestone.

WAWC also took part in a discussion on the proposed national Red Dress Alert System in December of 2023, hosted by Crown-Indigenous Relations and Northern Affairs Canada.

The federal government has been working with federal departments, provinces and territories, and Indigenous partners to understand how we all can work toward the implementation of a Red Dress Alert system.

As a first step towards creating a Red Dress Alert, Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) developed an engagement paper in collaboration with Public Safety and the Royal Canadian Mounted Police (RCMP) to form the basis for pre-engagement discussions with Indigenous partners. In December 2023 and January 2024, 16 pre-engagement sessions solicited preliminary feedback on the Red Dress Alert from more than 150 representatives of national and regional First Nations, Métis and Inuit partners, Indigenous Women’s and 2SLGBTQIA+ groups, urban Indigenous partners, Indigenous grassroots organizations, first responders, First Nations police services, and Indigenous service providers across the country.

1.1.b. Honour MMIWG2S+ people.

Milestones	Lead	
Public memory book and family tree of the MMIWG2S+. (Years 1-5)	Indigenous Women's Organizations	IP
Identify monuments yet to be established. (Years 1-5)	Indigenous Women's Organizations	NS
MMIWG2S+ monuments throughout the Yukon. (Years 5-10)	Indigenous Women's Organizations	IP
Family gatherings with leadership and RCMP. (Years 1-15)	Indigenous Women's Organizations Government of Yukon RCMP Yukon First Nations	O

Summary:

Work on a public memory book and family tree of the MMIWG2S+ includes articles being collected by YAWC. LAWS has done significant work on documenting Kaska genealogies to inform the work of the memory book and family tree. Updates to the public record of Yukon MMIWG2S+ people are required in advance of the memory book, to ensure no one is missed, and that the work on the genealogy appropriately reflects the record and demonstrates linkages between families and clans. This work is connected to the development of 1.1a (directory), 2.7 (record update), and 2.9a (digital database); LAWS has applied for funding to create a prototype of a digital database that includes each of these. Work is currently underway on its development.

In terms of work on “Identifying monuments yet to be established”, LAWS has installed a number of Red Dresses in Watson Lake, Lower Post, and Ross River to commemorate MMIWG2S+ people. Additional work is underway with the community, and with Youth for Dignity, towards additional commemorative efforts in Kaska communities. They have worked with families to install a number of benches in Watson Lake, Good Hope Lake, Lower Post, and Ross River to commemorate MMIWG2S+ people.

YAWC has a dedicated MMIWG2S+ Commemoration webpage detailing the journey behind the Whitehorse MMIWG2S+ monument. Development of this page is nearing completion. YAWC hosts the annual Sisters in Spirit Walk to honour MMIWG2S+ and advance the calls for justice from the National Inquiry into MMIWG2S+.

1.1.b. The Whitehorse Correctional Centre (WCC) has actively participated in organizing gatherings and events that focus on acknowledging and honouring MMIWG2S+ people. These gatherings foster a space for healing, remembrance, and include family members, and community leaders. WCC collaborates with Yukon First Nations (CYFN, C/TFN, KDFN) in facilitating these gatherings. The involvement of First Nations leadership ensures culturally relevant practises are respected and incorporated. During these gatherings, Knowledge Keepers and Elders provide traditional healing sessions, sharing of stories and teachings that reflect on communal healing process. Activities include talking circles, smudging ceremonies, and sharing of traditional foods.

For the milestone of family gatherings with leadership and RCMP, Kwanlin Dün First Nation Government (KDFN) works closely with a Community Enhanced Policing team composed of two Constables and one Corporal who work on-site with the KDFN Justice team. This team meets with leadership ad hoc and quarterly. During this reporting year, the KDFN-RCMP team took part in five family gatherings with leadership and RCMP. KFN also organized community events which included families and their local RCMP. The RCMP Senior Leadership, Historical Case Unit and Detachment teams also attended the Kaska Family Potlatches held in Ross River and Watson Lake over two weekends in September 2023.

Justice Yukon has provided funding to YAWC for family gatherings with leadership and RCMP. This funding was estimated at \$70,000 for 2023-2024, and an additional \$70,000 for 2024-2025. Justice has also offered funding for Community Consultative Groups, estimated at \$50,000 for 2023-2024, and \$50,000 for 2024-2025.

YAWC has also reported participating in meetings with the RCMP Historical Case Unit. Whitehorse Aboriginal Council and other members of the Whitehorse Women's organizations are reengaged with RCMP and the Together for Safety protocol. There is a willingness to get Together for Justice up and running again in Watson Lake which hopefully can create pathways to move this initiative forward.

1.1.c. Create a space and treat Indigenous and Yukon Youth as a priority to eradicate violence within Yukon society

Milestones	Lead	
Invite Yukon Youth groups to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	IP
Engagement roundtable to determine the needs of Yukon Youth and partnership opportunities to eradicate violence against Indigenous Women, Girls and Two-Spirit+ people. (Years 1-5)	Yukon Advisory Committee Youth Group Signatories	IP
Incorporate the Youth for Dignity in Relationships program as part of the Government of Yukon's education curriculum. (Years 1-5)	Government of Yukon	NS

Summary:

The Boys and Girls Club and BYTE Empowering Youth Society became signatories at the June 2023 Technical forum.

The Engagement roundtable to determine the needs of Yukon Youth and partnership opportunities to eradicate violence against Indigenous Women, Girls and Two-Spirit+ people has not yet started. However, the 2023 Yukon Youth Summit had 200+ Youth participate in conversations determining need of Yukon Youth. They identified their first-year priorities and finalized the calls to action in their Territorial Youth Strategy (TYS). The Communities Building Youth Futures (CBYF) collective (now known as the Territorial Youth Collective) met monthly to work collaboratively on Youth issues and the process of creating the Territorial Youth Collective

The CBYF team visited Dawson City, Carcross and Haines Junction twice, as well as Carmacks, Watson Lake, Old Crow and Burwash Landing. These visits were to offer Youth programming around wellness and have conversations about the Territorial Youth Strategy and what Youth needed in their communities, to create a sense of belonging and accountability to Youth voices.

1.1.c. In the Territorial Youth Strategy, section 3.3 Communication with Youth, the Youth identified the importance of improving ways in which resources and opportunities are communicated to young people in order to increase access and awareness, both in their local community and the Yukon at large. This may include going to Youth spaces (i.e., in school, clubs, Youth organizations), connecting with young people through social media, hosting more information-sharing events or informal gatherings, and connecting with folks present in young people’s networks (i.e., their families, friends, teachers). Meeting young people where they’re at includes speaking in ways young people relate to and using clear language. There is an urgent need for a central hub to connect young people with what’s happening in the community.

1.1.d. Support programs for Men and Boys seeking to end violence.

Milestones	Lead	
Invite Men and Boys’ groups seeking to end violence to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	IP

Summary:

YAC worked to have the Moose Hide Campaign become a signatory at the June 2023 Technical Forum. The Moose Hide Campaign is a grassroots movement of Indigenous and non-Indigenous men standing up against violence towards Women and Children. The campaign was created in 2011 by Paul Lacerte and his daughter, Raven Lacerte. The campaign creates and distributes moose hide pins to raise awareness and provide pride and commitment in men, in their roll to stand up against and prevent violence against Women.

Led by the Council for Yukon First Nations (CYFN) in the Yukon, the Moose Hide Campaign began as a BC-born Indigenous-led grassroots movement to engage Men and Boys in ending violence towards Women and Children. It has since grown into a nationwide movement of Indigenous and non-Indigenous Canadians from local communities, First Nations, governments, schools, colleges/universities, police forces and many other organizations – all committed to taking action to end this violence.

1.2 Commemoration (Priority Action Item #1)

Yukon acknowledges the lives lost and changed because of violence against Indigenous Women, Girls, and Two-Spirit+ people and will honour and commemorate MMIWG2S+ Yukoners and those connected to Yukon families by assisting with restoring graves, fencing and markers.

1.2.a. Restoration and Commemoration of MMIWG2S+ resting places.

Milestones	Lead	
Invite the Yukon Coroner’s Service to become a signatory to the Strategy. (Years 1-5)	Yukon Advisory Committee	C
Restoration and commemoration program and fund for families. (Years 1-5)	Government of Yukon Government of Canada	NS
Dedicated counselling services and supports for family members of MMIWG2S+ people. (Years 1-15)	Government of Yukon Government of Canada	IP

Summary:

YAC brought the Yukon Coroner in as a signatory at the June 2023 Technical Forum.

Justice Yukon has provided funding through the Family Information Liaison to provide dedicated counselling services and supports for family members and survivors of MMIWG2S+ at an estimated \$70,000 for 2023-2024, and \$70,000 for 2024-2025.

CYFN has expanded its roster of Yukon First Nations Counsellors to seven, enhancing access to culturally safe mental health supports for Children, teens, families, and adults in the 2023-2024 fiscal year. CYFN also hosted monthly support circles throughout the year, facilitated by these counsellors. These sessions provided a vital after-hours community space for individuals coping with loss and grief, fostering a network of mutual support.

- 1.2.a. This program facilitated 2,568 counselling hours throughout the year, and served 2,237 clients, continuing CYFN's strong commitment to improving all aspects of well-being for Yukon First Nations individuals and communities.

WGED provides financial support to the Indigenous Women's organizations to support operational capacity. This enables counselling services and supports. As part of each Accountability Forum, WGED provides YAWC with financial resources to provide counselling services and supports on-site for family members attending the event.

Indigenous Services Canada also continued to ensure that Indigenous-led, trauma-informed, culturally relevant services and resources are accessible for family members and survivors of missing and murdered Indigenous Women, Girls, and 2SLGBTQIA+ people. These services include the MMIWG2S+ Crisis Help Line, the Hope for Wellness Helpline, and the National Indian Residential School Crisis Line, all of which support families and survivors and advance work on Calls for Justice 3.7 and 5.6, Calls for Miskotahâ 25 and 26, and the second National Action Plan goal. Between April 1 and December 31, 2023, these crisis lines responded to more than 66,178 calls in total.

The MMIWG2S+ Crisis Line (1-844-413-6649) is available free-of-charge, 24 hours a day, 7 days a week in English, French, Cree, Anishnaabemowin (Ojibway) and Inuktitut. The Hope for Wellness Helpline (1-855-242-3310) is available 24 hours a day, 7 days a week with language support upon request for Cree, Ojibway (Anishinaabemowin), and Inuktitut. In addition, the Hope for Wellness Helpline provides 24/7 online chat services. The National Indian Residential School Crisis Line (1-866-925-4419) provides 24-hour crisis support to former Indian Residential School students and their families.

1.2.b. First Nations reclamation of residential school sites, restoration of gravesites, fences and markers.

Milestones	Lead	
Invite the Yukon Residential Schools and Missing Children Working Group* to become a signatory to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Dedicated counselling services and supports for families affected by unmarked graves. (Years 1-5)	Government of Yukon Government of Canada	IP
Collection of residential school, government and church records. (Years 1-5)	Government of Yukon Government of Canada	IP
Establish residential school database. (Years 1-15)	Government of Yukon Government of Canada	IP

Summary:

The Yukon Residential Schools and Missing Children Working Group has not yet signed onto the declaration, as it is a time-limited committee.

The Department of Health and Social Services (HSS) provided counselling services at the Yukon Residential Schools Missing Children Project. There was also a gathering held in May 2024. HSS is providing an ongoing network of mental wellness support workers, counsellors and mental health nurses that deliver services and care for Yukoners in every community. This is not a dedicated counselling services but is available to all Yukoners.

For the collection of residential school, government and church records, Yukon Government Aboriginal Relations (AR) has a Temporary Program Agreement with the Council of Yukon First Nations (CYFN) to fund the Yukon Residential Schools Missing Children Project that includes work with Know History, a historical research firm, to gather archival data. Yukon Aboriginal Relations also has a Temporary Program Agreement with CYFN to fund the Yukon Residential Schools Missing Children Project to undertake this work.

1.2.c. Yukon First Nations residential school database.

Milestones	Lead	
Collection of residential school, government and church records. (Years 1-5)	Indigenous Women's Organizations Government of Yukon Government of Canada	IP
Establish residential school database. (Years 1-15)	Indigenous Women's Organizations Yukon First Nations	IP

Summary:

CYFN is working with the Yukon Residential Schools Missing Children Project. This work includes work with Know History to gather the archival data. This project is being funded through Yukon Government Aboriginal Relations as a Temporary Project Agreement.

YAWC has created a collection of residential school, government and church records. This information has been archived with the Truth and Reconciliation Commission.

LSCFN has collected information on families in Carmacks who attended residential school. Their Indian Residential School Outreach Worker has collected this data and will be working on a data base for electronic documentation.

KFN also has created its own data base.

LAWS has not yet established a residential school database. It recognises the close link to the creation of a digital MMIWG2S+ database (2.9a) and genealogy mapping (1.1b). Additional funding and capacity are required to move this milestone forward.

1.3 Strengthen First Nations Identity and Connections

Acknowledge and increase actions that strengthen connections to the land, language, culture, spirituality and traditional livelihoods.

1.3.a. Increase opportunities for Indigenous Women and families to reconnect to their First Nations communities and cultures.

Milestones	Lead	
Community gatherings to promote community awareness and to celebrate and strengthen family and community connections. (Years 1-5)	Yukon First Nations Governments	IP
Dedicated services, informed by cultural protocols, for family reunification and community integration. (Years 1-15)	Indigenous Women's Organizations	IP
Adequate funding for Yukon First Nations governments and Indigenous Women's organizations. (Years 1-15)	Government of Yukon Government of Canada	IP

Summary:

Community gatherings to promote community awareness and to celebrate and strengthen family and community connections were held by multiple partners. KDFN held their Hide Tanning Camp, a Walking Ceremony, Family Camp, Fish Camp, Hand games tournaments, storytelling, Indigenous language lessons, drop-in sewing circles. They hosted Women's night gatherings on a weekly basis, with access to community and cultural activities.

LSCFN hosted community gatherings to promote: Dän Sóthän Nùt'et Do (Making Our People Well) through programming and events. Most events were open to community. There was partnership with the Village of Carmacks on multiple events. KFN held community gatherings to celebrate diversity on a weekly basis through inclusive activities and events.

1.3.a. C/TFN received funding from the Prevention of Violence Against Aboriginal Women (PVAAW) fund in 2023/2024 to host a series of Family Council Connection gatherings that saw the community gather and engage in discussions about traditional and cultural family roles and participate in cultural activities. The Ta'an Kwäch'än Council (TKC) offered Women-specific workshops throughout the year, focused on TKC culture and Indigenous knowledge, such as traditional sewing, canning and food preservation, and traditional medicines.

HSS has a three-year agreement (2023-2026) with CYFN to develop an evaluation framework for cultural connections programs provided to Yukon First Nation Children, monthly gatherings fostering connection to indigenous traditional territories and land-based healing. The CYFN Family Preservation Services department offers culturally grounded, responsive programs, services and supports to enable Yukon First Nations and Indigenous families to thrive.

The work being performed for dedicated services, informed by cultural protocols, for family reunification and community integration include the WAWC. They have expanded their work to include Youth and are actively working to create intergenerational opportunities to create/recreate the community ties and connections lost. They have started monthly storytelling events that encourage people to share their teachings but to also utilize their languages. They have built a garden with local plants and created signage to explain what the plants were used for traditionally. They offer monthly workshops to various community groups and people of all abilities to help them connect to their culture. This includes individuals that are neurodiverse and include working with Teegatha'Oh Zheh and Options for Independence.

CYFN's Family Preservation Programming, Cultural Connections, provides monthly men's and Women's groups, and family-focused cultural programming as well as providing cultural programming for Children and Youth in care, including group homes and transitional housing programs. The Cultural Connections program offers a variety of cultural activities such as making traditional medicines, sewing, and beading, snowshoeing, learning about trapping, ice fishing, drum making and time on the land. These programs are led by Yukon First Nation instructors and Elders.

YAWC hosted On-The-Land Camps for families of MMIWG2S+ with the purpose of participants involved in ceremonies, workshops, and support circles, while engaging with culture and traditional activities by learning from Elders and Knowledge Keepers.

Aboriginal Relations Yukon, Government of Yukon, has a temporary program agreement with CYFN to fund the Yukon Residential Schools Missing Children Project. This is not specifically an Indigenous Women's Organization, but most of the Committee members are Indigenous Women leaders in Yukon.

WGED has allocated \$600,000 in 2024-25 for the Indigenous Women's Equality Fund, supporting the operations of the three Yukon Indigenous Women's Organizations. An additional \$1.1 million has been allocated for the three Indigenous Women's organizations for violence prevention, victim support, meal programs, and the Annual Accountability Forum.

Crown Indigenous Relations and Northern Affairs Canada (CIRNAC) Yukon Regional Office provided \$123,000 to YAWC through Indigenous Service Canada's Pathways to Safe Indigenous Communities Initiative.

In 2023, Economic Development Yukon's Community Development Fund awarded \$370,580 in funding to three Indigenous Women's organizations, WAWC, Kaushee's Place Housing Society and LAWS. These projects supported those struggling with grief and loss caused by addiction, provided upgrades to transitional housing, and revitalized a gravesite for missing and murdered Indigenous Women.

The Labour Market Development branch provides funding to a variety of First Nations governments that may use the resources to run Women's-specific programs. The branch also supports Skookum Jim Friendship Centre, which has several Women-specific programs such as Prenatal Nutrition and Women's Legal Advocate, Yukon First Nation Wildfire warrior program, and Shāwthān Nāzhì.

1.3.b. Support First Nations Children and Youth to be educated in accordance with their culture, informed by traditional knowledge, Indigenous languages, First Nations teaching methods and lived experience.

Milestones	Lead	
Dedicated supports and services for First Nations Children to access culturally informed and based programs. (Years 1-15)	Yukon First Nations Governments	NS
Policy and mandates to support First Nations-led conservation and environmental stewardship initiatives informed by traditional knowledge. (Years 1-15)	Yukon First Nations Governments Government of Yukon	IP
Yukon education policies to support First Nations students in gaining extracurricular credit for culturally based activities. (Years 1-15)	Yukon First Nations Governments Government of Yukon	C
First Nations educators and First Nations educational support services throughout Yukon schools. (Years 1-15)	Yukon First Nations Governments Government of Yukon	IP
Yukon School curriculum development to be Yukon-centric and informed by Yukon First Nations lived experience and standards, taking into consideration intergenerational impacts of residential schools on First Nations cultures and customs. (Years 1-15)	Yukon First Nations Governments Government of Yukon	IP
Yukon school curriculum to include education on the history and impacts of residential schools. (Years 1-15)	Yukon First Nations Governments Government of Yukon	IP

Summary:

1.3.b.

Dedicated supports and services for First Nations Children to access culturally informed programs were provided by many partners. The KDFN Language and Culture team, in collaboration with the KDFN Education team, provide cultural programming to build knowledge, understanding and relationships with students and Whitehorse school staff. KDFN Language and Culture team, in collaboration with the Dusk'a Head Start Family Learning Centre team, provide cultural programming with students and Early Learning Educator staff. KDFN offers support through the Yukon Justice Child and Family Supports team providing Youth outreach and recreation. KDFN also provides services through the Healthy Baby, Healthy Generation team supporting several Children and Women from prebirth to school-age.

KDFN's Learning Support Coordinator and Education Support Coordinators work in collaboration with other KDFN departments and have increased advocacy and supports for students in kindergarten through to Grade 12. This includes supporting students and families with Kindergarten and Grade 8 transition meetings and offering a tutoring program, etc. LSCFN offers dedicated supports and services for First Nations Children through Dän Sóthän Nùt'et Do (Making our people well) Program with a family hunting camp the last couple years and have started a family fish camp collaborating with the Lands Department. KFN makes sure that culture is incorporated in all its programs and activities for Children and Youth.

Yukon Government has transfer payment agreements with Yukon First Nations to support Yukon First Nation educational priorities under the Joint Education Action Plan which includes language and culture, and student supports and success. YFN have used their funding to staff additional educational support services, both within the schools and in the community. Many schools have designated cultural spaces inside and outside the schools.

For the milestone of Yukon School curriculum to be developed to be Yukon-centric and informed by Yukon First Nations lived experience and standards, taking into consideration intergenerational impacts of residential schools on First Nations cultures and customs, The Yukon's Kindergarten to Grade 12 curriculum is designed to allow for localizing the local context of each community. Yukon's curriculum, which is based on British Columbia's, is specially designed to allow teachers to adapt and incorporate local and Indigenous content extensively, from Kindergarten through Grade 12.

The Department of Education continues to work with Yukon First Nations on an ongoing basis to develop additional materials, resources, and supports for culturally inclusive school programming. The First Nation School Board will also guide the Department on new and culturally inclusive ways to deliver the K-12 curriculum and programming that can be used in all Yukon schools.

1.3.b. Policy and mandates to support First Nations-led conservation and environmental stewardship initiatives informed by traditional knowledge are also being provided by many partners. KFN works closely with stewards of the land, Parks Canada, Elders and local knowledge keepers. Ta'an Kwäch'än Council continues to offer community gatherings at its Fish Camp throughout the year, focused on strengthening connections with the land, language, culture and each other. This includes Children-focused events, such as Spring Camp, Culture Camp, Family Camp. The Community Development Fund provided \$110,000 to the Ta'an Kwachan Council in 2023 to support upgrades to Helen's Fish Camp, serving the social, wellness, family and cultural needs of the TKC citizens.

The CYFN Climate Change Analyst works with partners to support the implementation of the Reconnection Vision – the Yukon First Nations' approach for climate action. This includes policy and program development, participating in community gatherings and capacity building. CYFN hosted a First Nations Climate Leadership Workshop January 16-17, 2024. The workshop built on the foundation of the Reconnection Vision, and brought together lands, governance, capital planning and infrastructure representatives, as well as government and other partners, to discuss opportunities and gaps in First Nations climate action work.

Environment Yukon has the Canada-Yukon Nature Agreement which provides funding to Indigenous governments, organizations and groups to support Indigenous leadership in conservation. Many of the projects receiving funding over the next two years include a component of knowledge transfer between Elders and Yukon. The department also works with First Nation wildlife management partners on species plans, fish and wildlife work plans and conservation planning for several species. All First Nation co-management planning processes support actions informed through traditional and local knowledge.

Environment Yukon is working directly with Vuntut Gwitchin First Nation (VGFN) to implement a moose harvest camp on the Porcupine River from 2023-2025. This camp is focused on knowledge transfer from Elders and active harvesters to Youth. The Yukon government is also assisting VGFN to hold workshops aimed at sharing knowledge and information around changing patterns in moose distribution, movement, harvest, etc. This will be paired with archival research, Elder interviews, and community meetings.

In Dawson, the department has assisted the Dawson District Renewable Resource Council and Tr'ondëk Hwëch'in (TH) to implement a trapping program each winter that includes hands-on learning. In 2024, Environment worked with the First Nation to support a TH-led Youth technology camp which involved classroom and land-based learning focusing on fish and wildlife research/management.

In terms of Yukon education policies to support First Nations students in gaining extracurricular credit for culturally based activities, Youth for Dignity 11 and 12 are locally developed courses that can be taken for elective credits: <http://tlewis.yukonschools.ca/local-courses.html>. In general, Yukon Government follows British Columbias curriculum. Locally developed courses can be developed to meet Yukons unique needs and the Youth for Dignity 11 and 12 are two of these courses.

The Yukon First Nations credit policy in the final approval stages to allow Yukon First Nations governments to grant cultural credits to Yukon high school students. This was announced in September 2024. The credits earned under this policy will be applicable towards the required four credits of Indigenous studies as outlined in the Dogwood Graduation requirements.

First Nations educators and First Nations educational support services throughout Yukon schools is a priority being undertaken though initiatives such as the “Traditional Knowledge Keeper.” This is a position held at the LSCFN Education Department. The position is traditionally held by a respected Elder who works with students and school staff to teach the values, language, culture, and stories of LSCFN.

KFN Government has an Education Support Coordinator who liaises with students and families. Many Yukon First Nations have Education Support Workers as an additional support for their First Nation students through their Education Departments.

On the milestone of Yukon school curriculum to include education on the history and impacts of residential schools, Grade 5 and Grade 10 residential school units are integrated into the Social Studies Curriculum. Yukon Schools are participating in many activities and professional development opportunities on Truth and Reconciliation, Indigenous history, Orange Shirt Day, Red Dress Day.

1.4 Community-based Mental Wellness Support

Provide and improve community-based, culturally relevant mental wellness support for victims of violence, perpetrators of violence, Children witnessing violence, victims of sexual abuse, and other family and community members. Develop community-led accessible and appropriate options for detox, treatment, aftercare, healing, and recovery.

1.4.a. Increase and improve access to mental wellness support services that are culturally based.

Milestones	Lead	
Dedicated mental wellness counselling support services for individuals and families to be accessible in First Nations communities. (Years 1-15)	Yukon First Nations Governments	O
Education and career development to increase First Nations counsellors. (Years 1-15)	Yukon First Nations Governments Government of Canada Government of Yukon	IP
Yukon First Nations Cultural Wellness Health Strategy. (Years 5-10)	Yukon First Nations Governments Government of Canada Government of Yukon	NS
Centre for Indigenous Cultural Wellness in the Yukon to provide dedicated supports and services to First Nations individuals, families and communities. (Years 5-10)	Yukon First Nations Governments Government of Canada Government of Yukon	IP

Summary:

Numerous partners are addressing the issue of dedicated mental wellness counselling support services for individuals and families to be accessible in First Nations communities. It is mentioned in the Yukon Territorial Youth Strategy in the call for creating a Mental Wellness Advisory Committee,

in partnership with Mental Wellness and Substance Use Services, to uphold Youth voices when it comes to mental wellness services in the Territory. The Territorial Youth Strategy also calls for partnering with Trans Care + to increase education and awareness around access to services for 2SLGBTQIA+ and gender-based violence.

Yukon HSS Mental Wellness and Substance Use Services (MWSU) supported a land-based healing camp during summer 2023 and 2024. Kwanlin Dün First Nation Government provides mental wellness counselling Monday through Friday with opportunities for drop-in services. Currently, they do not have a waitlist due to accessibility. This is an improvement from 2023. They have also expanded to offering counselling and cultural supports at 405 Ogilvie Street, the Collaborative Hub.

LSCFN has the Dän Sóthän Nùtl'et Do which has been working very closely with Yukon to get the Carmacks Hub running better. They currently have two counsellors in community a few days a week and have an agreement with Northern Focus Counselling for citizens.

KFN has Councillors on contract and collaborates with Mental Wellness Substance Use Services Yukon. The Ta'an Kwäch'än Council Government (TKC) supports community-based mental wellness supports for citizens, with a particular focus on Women and their families. This includes providing access to mental wellness counselling, family counselling, one-on-one, in-house counselling, treatment options, community referrals, aftercare, and healing supports. TKC works with clients to develop safety plans and advocates with the RCMP, Victim Services and other community resources. Where needed, TKC provides cell phones and transportation to vulnerable Women and families.

In terms of education and career development to increase First Nations counsellors, Na-Cho Nyak Dun Government is holding a five-day workshop titled Suicide Prevention & Grief & Loss: Communities in Crisis. This is currently in the process of being scheduled. This workshop integrates teachings and therapy that align with Indigenous holistic healing practices. KDFN currently offers education and career development to increase First Nations counsellors and LSCFN has included in its agreement with Northern Focus that they are willing to work with LSCFN citizens wanting to be counsellors.

Crown Indigenous Relations and Northern Affairs Canada (CIRNAC)'s Yukon Regional Office administers Indigenous Service Canada's Post-Secondary Student Support Program which seeks to alleviate financial barriers for Yukon First Nations and status-Indigenous people who live in

- 1.4.a. the Yukon who wish to seek higher education degrees. More than \$1.4M in funding was provided to students accessing this program in 23/24.

LSCFN is currently the only partner to report a Wellness Strategy. The First Nation has a community wellness plan, Dän Sóthän Nùt'et Do, that helps guide their nation on what the community needs are. The First Nation is working on how this strategy is going to move forward.

Aboriginal Relations Yukon, HSS, the Government of Canada, and the CYFN have signed a letter of intent at Intergovernmental Forum on December 4, 2023, for a Yukon First Nations Healing Centre.

On behalf of Yukon First Nations, CYFN is leading the development of the Family Preservation Wellness Centre. The centre will encompass temporary housing with a 32-bed capacity and will provide Indigenous-led programming for Women and Children.

1.4.b. Support strategies to change the violent behaviors of male offenders.

Milestones	Lead	
Establish dedicated, culturally-based programs, supports and counselling services for male offenders who perpetuate violence against Indigenous Women, Girls and Two-Spirit+ people. (Years 1-15)	Indigenous Women's Organizations Government of Yukon Yukon First Nations	○

Summary:

HSS and Justice Yukon have existing intimate partner violence prevention programs for men, in partnership with First Nations Governments. KDFN offers Partnership with Probation offering case files managed in partnership through KDFN Justice. KDFN offers Men's Camp through the Health department. The counselling team supports men during their incarceration as well as before and after supports. The cultural wellness team also works with males who have previously offended.

YAWC has met with Corrections to start introducing cultural activities at the jail. The WAWC has expanded its work within grief, loss and recovery peer support. This program provides Women with tools on how to work through their grief and loss by learning about the different types of grief

and the several different ways to process grief and honour the loss using teachings and traditions while also leaving space for other interventions that may resonate with our people. The initial eight-week circle series is complemented with a weekly peer support group that focusses on self-care and building strong, healthy relationships with other Women. This fall they will be starting a Wellbriety group to help Indigenous people who are on their healing path.

Aboriginal Relations and HSS have worked with United Way to offer the 211 Support Line providing info on social community health and government services. Efforts have been made to increase the amount of First Nation and Indigenous services available in the Yukon.

1.5 Community and Land-based Infrastructure and Programming (Priority Action Item #2)

Invest in community and land-based infrastructure and programming including aftercare and development of facilities and camps to ensure options are available that align with community priorities.

1.5.a. Land-based healing and recovery centres throughout the Yukon.

Milestones	Lead	
Land-based healing summit. (Years 1-5)	Yukon First Nations Governments Government of Yukon Government of Canada	C
Land-based health strategy. (Years 1-5)	Yukon First Nations Governments Government of Canada Government of Yukon	IP
Report and recommendations: infrastructure and capital plans. (Years 1-15)	Yukon First Nations Governments Government of Canada Government of Yukon	IP

Summary:

CYFN hosted a two-day land-based healing summit in November 2023 to collaborate with stakeholders and develop strategic initiatives. CYFN administers the Land-Based Healing Fund, which enhances healing and wellness by connection to traditional practices on the land. The Land-Based Healing Fund encompasses a total of \$9M in funding over three years, to March 31, 2026. CYFN has two positions staffed to assist First Nations in accessing the Land-Based Healing Fund. HSS participated in the 2023 land-based healing summit hosted by CYFN to work with stakeholders and develop strategic initiatives.

1.5.a. In terms of a Land-based health strategy, HSS is working with CYFN to develop and implement land-based mental health and substance use treatment initiatives. KDFN is currently working towards developing a year-round camp at the Jackson Lake Healing Camp. KFN is working on a Land-Based Health Strategy.

In terms of report and recommendations: infrastructure and capital plans, KDFN is currently pursuing capital funding for projects at Jackson Lake and the KDFN Health Centre expansion. Aboriginal Relations, HSS Yukon, Government of Canada and the CYFN signed a letter of intent at the Intergovernmental Forum in December 2023 on a Yukon First Nation Healing Centre.

1.5.b. Permanent land-based camps throughout the Yukon.

Milestones	Lead	
Land-based camp planning committee of professionals, Elders, leadership and youth. (Years 1-5)	Yukon First Nations Governments Government of Yukon Government of Canada	NS
Develop a Yukon-wide strategy informed by Yukon First Nations best practices. (Years 1-5)	Yukon First Nations Governments Government of Canada Government of Yukon	NS
Establish land-based camps. (Years 1-15)	Yukon First Nations Governments Government of Canada Government of Yukon	IP

Summary:

In the 2024-25 main estimates, Yukon HSS budgeted an increase of \$4.35M for the Land-Based Healing Program. In December 2023, a letter of intent was signed between HSS, CYFN and the Government of Canada for a Yukon First Nations-led treatment centre. This funding launched in November 2023. The Land-based Healing Funding initiative will provide \$9 million in funding to Yukon First Nations and Yukon First Nation-led organizations, over three years to March 2026, and the first intake for 2024 has already been conducted.

KDFN is working on the development of Nekhu Child and Family Camp. This is the development of KDFN Trapline.

- 1.5.b. LSCFN is working on setting up a location on LSCFN traditional territory. More time is needed for planning. The LSCFN Lands Department also continues to build and maintain cabins on their traditional territory for future use. The establishment of land-based camps is ongoing for KFN.

Through the Canadian Human Rights Tribunal Order 41, Crown Indigenous Relation and Northern Affairs Canada's Yukon Regional Office funded two Nations in the Yukon and Northern BC for the purchase and renovation of two land-based camps aimed at improving access and opportunity for land based, healing programming. This amounted to \$1.5M in funding.

Justice Yukon recognises that land-based camps may be an aspect of a self-governing Yukon First Nation's vision for their exercise of authority and jurisdiction for the administration of justice. In this case, it can be negotiated as part of their Administration of Justice Agreement between the Yukon First Nation, Government of Yukon, and Government of Canada, pursuant to section 13.6 of the Yukon First Nation's Self-Government Agreement.

1.6 Indigenous Children and Families

Improve and expand culturally appropriate supports to Indigenous families, so that Indigenous Children are raised in their own safe and loving families and communities.

1.6.a. Support Indigenous Children to be reconnected and raised with their First Nations families and in their First Nations communities.

Milestones	Lead	
Identify First Nations Parents' and Children's needs to inform program and support services. (Years 1-5)	Yukon First Nations Governments	IP
Homecoming ceremonies. (Years 1-15)	Yukon First Nations Governments	NS
Encourage each First Nation to establish a community-based process to help separated families and Children reconnect. (Years 1-15)	Yukon First Nations Governments	IP
Monitor and report on progress with implementing the 2022 Child and Family Services Act to eliminate custody violence against Indigenous Children. (Years 1-15)	Government of Yukon	IP

Summary:

In identifying First Nations Parents and Children's needs to inform program and support services, KFN performs needs assessments through its Wellness Department annually.

Yukon Family and Children Services' efforts to understand the needs of Children and families to inform program and services under the *Child and Family Services Act* (CFSA) is ongoing. The Family Resource Unit at Family and Children's Services (FCS) continues to adapt its programs based on input from Yukon First Nations. FCS managers regularly consult with First Nations and other service providers, while the Director

- 1.6.a. actively participates in the First Nations Health and Social Development Commission. This collaboration ensures that FCS programs and services are responsive to community needs.

CYFN's Family Preservation Client Services focuses on providing support to Yukon First Nations and Indigenous families. Its aim is both preventative supports and services, as well as helping families navigate Yukon Government's complex Family and Children's Services system. Family Support Workers support families with resource navigation such as childcare or respite, housing, and specialized services for Children. They work with families on their self-identified goals such as parenting skills, wellness, financial management, and more. Case Workers navigate collaboratively with families, Yukon First Nations, and FCS to address child protection concerns. Services include advocacy, navigation, visitation/access and safety and support planning. The Family Preservation Services rethinks the status quo in favour of prevention, reunification, and cultural connection, offering culturally-grounded, responsive programs, services and wrap-around supports to enable Yukon First Nations and Indigenous families to thrive.

At KDFN, daily engagement and discussion is happening with KDFN families around needs and supports through Health, Justice and Education. Our Healthy Baby, Healthy Generation team is involved in this work on a continual basis.

On the milestone of encouraging each First Nation to establish a community-based process to help separated families and Children reconnect, Family and Children Services continues to fund visits for Children in out-of-home care to attend ceremonies and events in their home communities. In 2023 FCS increased the base monthly rates that extended family caregivers are provided to meet the needs of Children by 16.4%. These rates are expected to increase again in November 2024, based on the Consumer Price Index.

KDFN Justice department actively works with reunification of Children and families across Canada and the Yukon as part its work. This community-based process is to help separated families and Children reconnect and is actively underway.

In terms of monitoring and reporting on progress with implementing the 2022 *Child and Family Services Act* to eliminate custody violence against Indigenous Children, FCS began reporting on efforts to reunify Children in care with their families in the monthly statistics provided to Yukon First Nations CYFN beginning in March 2024.

1.6.b. Provide culturally based programs and services to support and nurture First Nations family units.

Milestones	Lead	
Invite the First Nation School Board and Yukon First Nation Education Directorate to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	IP
Identify family-focused counselling needs. (Years 1-5)	Yukon First Nations Governments	IP
Community-delivered family programs. (Years 5-15)	Yukon First Nations Governments	IP
Establish dedicated family-focused counselling and therapy support services informed by Yukon First Nations languages and cultures. (Years 1-5)	Yukon First Nations Governments Government of Yukon	IP

Summary:

The Yukon Advisory Committee was able to add the Yukon First Nation School Board as a signatory at the June 2023 Technical Forum. Efforts are on-going to secure the First Nation Education Directorate signature.

LSCFN identifies family-focused counselling needs through community wellness planning and the annual assessments conducted through the Wellness Department. KFN also identifies family-focused counselling needs through case management.

In terms of community-delivered family programs, KDFN is actively developing and implementing community delivered prevention focused programs helping to build capacity and strength within KDFN families. KDFN hosts a Women's night gathering on a weekly basis, with access to community and cultural activities. KDFN also offers community-delivered family programs through family support and case management. LSCFN offers family programs through its Family Support team.

1.6.b. In the establishment of dedicated family-focused counselling and therapy support services informed by Yukon First Nations languages and cultures, KDFN Education is in the process of hiring a Student Support Services team to work with KDFN Children and Youth which will include an Occupational Therapist, Positive Behaviour Coach, Speech and Language Pathologist, Psychologist and Play Therapist. This team will work in collaboration with the KDFN Education team and the Language and Culture team to wrap supports around the student and family. Where traditional counselling services are not available in rural Yukon, healers from outside are brought in to fill the need.

CYFN Family Preservation Client Services focuses on providing support to Yukon First Nations and Indigenous families. The aim is both preventative supports and services as well as helping families navigate Yukon Government's complex Family and Children's Services system. Family Support Workers support families with resource navigation such as childcare or respite, housing, and specialized services for Children. They work with families on their self-identified goals such as parenting skills, wellness, financial management, and more. Case Workers navigate collaboratively with families, Yukon First Nations, FCS to address child protection concerns. Services include advocacy, navigation, visitation/access and safety and support planning.

FCS provides funding to CYFN to provide support to high-risk expectant mothers and families that were referred for child protection services. CYFN supports these individuals with navigating services/referrals, outreach, and culturally appropriate parenting programming.

1.7 Improvements in Health and Social Programs and Services

Work with partners to appropriately implement Putting People First: The final report of the comprehensive review of Yukon’s health and social programs and services (2020).

1.7.a. Include representatives from Indigenous Women’s Organizations to be invited and included as part of the Government of Yukon’s implementation of Putting People First.

Milestones	Lead	
Advocate and ensure Indigenous Women’s organizations are included in the implementation of Putting People First. (Years 1-3)	Yukon First Nations Governments	NS
Designated consultations with Indigenous Women’s organizations to identify recommendations on priorities. (Years 1-3)	Indigenous Women's Organizations	NS

Summary:

In working on designated consultations with Indigenous Women’s organizations to identify recommendations on priorities, YAWC produced its MMIWG2S+ 2023 Strategy to identify gaps in services and priorities for clientele.

WAWC has not participated in any discussions on this to date. While the people implementing Putting People First may have reached out, because of limited capacity, WAWC may not have been able to provide feedback in the timelines presented.

1.7.b. Implement Improvements to Government of Yukon systems to improve health programs and services for First Nations individuals, families and communities.

Milestones	Lead	
Invite the Office of the Yukon Ombudsman to become a signatory to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Develop a joint policy and design a model that supports the devolution of program and service delivery in First Nations communities in the areas of health and child protection. (Years 1-3)	Yukon First Nations Governments	IP
Establish and implement a territory-wide strategy to eradicate racism within all governments. (Years 1-5)	Indigenous Women's Organizations Government of Yukon	O
Mandatory First Nations cultural orientation of government employees. (Years 1-15)	Government of Yukon	O
Work with the Office of the Yukon Ombudsman to develop an Indigenous focused campaign to improve access to services. (Years 1-5)	Indigenous Women's Organizations	NS
Work with the Office of the Yukon Ombudsman to advance policies and practices to ensure cultural awareness and sensitivity to support responsive services for Indigenous Women, Girls and Two-Spirit+ people. (Years 1-5)	Indigenous Women's Organizations	NS

Summary:

YAWC met once with the Ombudsman as well as the Yukon Advisory Committee. Efforts to secure the signature of the Ombudsperson are ongoing.

In terms of the development of a joint policy and design a model that supports the devolution of program and service delivery in First Nations communities in the areas of health and child protection, KDFN has a memorandum of understanding with FCS and has actively taken up more space in preventative service delivery, however, it has not developed its Child Welfare legislation. Carcross and Tagish First Nation Governments (C/TFN) Family Council and Health & Wellness Department are actively working on this objective.

In the establishment and implementation of a territory-wide strategy to eradicate racism within all governments, the Public Service Commission (PSC): Diversity and Inclusion Branch (DIB) has begun work on a Yukon government-wide “Cultural Safety and Anti-Racism Strategy,” the first of its kind. The Diversity and Inclusion Branch started researching and conducting a jurisdictional scan, and has the people and resources dedicated to completing this project in 2025-26. PSC also launched the new Investigations Office in 2023/2024, which will help Yukon government employees, supervisors and HR professionals address harassment, abuse of authority, discrimination, sexual harassment and violence.

For the mandatory First Nations cultural orientation of government employee's milestone, the Public Service Commission Deputy Minister recently requested that all employees in PSC take an in-house course “Intro to Cultural Safety” to share the importance of this topic. Department employees are expected to have taken this course in the first year of their employment with the PSC. Other departments have also asked their employees to take this, and other courses related to First Nations culture.

Health and Social Services Yukon offers the custom training on Cultural Safety, Unconscious Bias and Anti-Racism that has been developed and introduced over the last two years by PSC. This training is available to all Government of Yukon employees, including health care workers. All Government of Yukon employees can also access training on Residential School Awareness and Yukon First Nations 101.

All Registered Nurses licensed to practice in the Yukon are required to complete First Nations 101 training. Community Nursing mandates that all staff take the San'yas Anti-Racism Indigenous Cultural Safety Training Program. Community Nursing has a dedicated Manager of Clinical Infrastructure and First Nations Policy, responsible for advising leadership on First Nations engagement, reconciliation, and relations throughout service delivery.

1.7.b. Yukon Justice has mandatory First Nations cultural orientation for government employees. Some branches/units at the department have instituted mandatory training for all staff, including Yukon First Nations 101: History of Yukon First Nations & Self-Government; The Blanket Exercise; Introduction to Cultural Safety, and Anti-Racism.

Public Safety and Investigations, through the First Nation and Inuit Policing Program Community Tripartite Agreement, provides Community Consultative Group funding which may be used to facilitate cultural orientation for the RCMP regarding an individual First Nation.

YAWC has reported that funding and additional capacity are required to initiate work with the Office of the Yukon Ombudsman to develop an Indigenous focused campaign to improve access to services. YAWC and the Whitehorse Aboriginal Women's Council have also reported that additional funding and capacity are required to work with the Office of the Yukon Ombudsman to advance policies and practices to ensure cultural awareness and sensitivity to support responsive services for Indigenous Women, Girls and Two-Spirit+ people.

1.7.c. Increase and improve medical and health services, both traditional indigenous and conventional western services, in rural communities

Milestones	Lead	
Traditional medicine programs, supports and services. (Years 1-15)	Yukon First Nations Governments	IP
Develop a Yukon First Nations community health co-management strategy. (Years 1-5)	Yukon First Nations Governments	NS
Implement the Yukon First Nations community health co-management strategy. (Years 5-10)	Yukon First Nations Governments	NS
Educational and workplace incentives to increase First Nations healthcare capacity. (Years 1-15)	Government of Yukon	NS
Establish a Yukon First Nations lodge to meet the needs of Yukon First Nations families accessing Whitehorse-based healthcare services. (Years 1-5)	Government of Yukon	NS
Medical and healthcare program services in all rural communities. (Years 1-15)	Government of Yukon	O

Summary:

KDFN is working to lift a Traditional Medicine Program. It is also currently involved with other First Nations and First Nations organizations in the territory, along with Yukon Strategy for Patient Oriented Research, to advance this work. Currently, episodic access to the Traditional Medicine Program is offered but the desire is to have this become a mainstay within the team.

KFN traditional medicine programs, supports and services are included in the First Nation's health promotion programs.

During the 2023-2024 fiscal year, CYFN had the honour of collaborating with four Indigenous Traditional Healers, who brought their knowledge to

1.7.c. over eight Yukon First Nations communities. The traditional healing sessions, deeply rooted in Indigenous practices, ceremonies, and cultural safety, provided meaningful support to community members, families, and frontline staff. These visits facilitated a process of healing and growth. The sessions held in diverse settings included health centers, on-the-land, and community spaces, allowed a wide range of Yukon First Nations to engage with and benefit from the profound teachings and care of Traditional Healers, nurturing their physical, spiritual, emotional, and mental being.

For medical and healthcare program services in all rural communities, there is currently a network of mental wellness support workers, counsellors and mental health nurses providing services and care for Yukoners in every community. Health and Social Services Yukon budgeted \$3.47M for Mental Wellness and Substance Use Services Hubs in 23-24.

1.7.d. Create and improve systems that address the substance-use health emergency and supports Indigenous people to access culturally appropriate detox, drug and alcohol treatments, and health and wellness supports.

Milestones	Lead	
Develop a joint addictions strategy that is inclusive of Youth to address and eradicate drug trafficking and the substance-use health emergency throughout the Yukon. (Years 1-3)	Yukon First Nations Governments Government of Yukon Government of Canada RCMP	O
Review in consultation with Yukon communities supervised consumption sites and safe supply programs and services in urban and rural communities. (Years 1-5)	Government of Yukon	NS
Advocate for legislative changes to improve sentencing considerations specific to substance abuse, possession and trafficking. (Years 1-5)	Yukon First Nations Governments	NS
First Nations policies to support those Indigenous individuals who wish to move from substance abuse towards health treatment. (Years 1-5)	Yukon First Nations Governments	IP

Summary:

In the development of a joint addictions strategy that is inclusive of Youth to address and eradicate drug trafficking and the substance-use health emergency throughout the Yukon, Yukon Justice, along with other Yukon Government departments, First Nations, NGOs and community organizations, has worked to develop the Substance Use Health Emergency Strategy. This strategy is to be used to eradicate drug trafficking and substance use. The SCAN unit has also developed protocols with Yukon First Nations to support the disruption of certain illicit activities related to drug trafficking and organized crime.

1.7.d. Health and Social Services Yukon is actively contributing to the prevention of substance use among Youth by providing culturally relevant, client-centered coaching, and nicotine replacement therapy through the Quitpath program. This program is accessible across multiple health centers and community locations, enhancing support for those at risk of substance addiction, including connections to opioid, cocaine, alcohol, and cannabis use. The program also works closely with Mental Wellness and Substance Use Services and Referred Care Clinic to integrate smoking cessation into their treatment planning with clients/patients.

Health and Social Services Yukon has developed ready-to-use lesson plans on cannabis and is expanding to include tobacco and vaping. Additionally, the department provides smoking and vaping cessation resources for students and offers in-person presentations targeting priority Youth populations. These initiatives align with the strategy milestone by addressing substance use prevention among youth, contributing to the broader effort to eradicate drug trafficking and the substance-use health emergency in the Yukon.

CYFN secured funding through Indigenous Services Canada to support access to private treatment centres in Canada. During the 2023-2024 fiscal year, CYFN supported 94 Yukon First Nation adults to meet them at their point of need and facilitate access to private treatment centres. The effort was driven by a commitment to nurture distinct healing journeys when these individuals were ready. Furthermore, CYFN assisted 15 individuals in progressing to second-stage transitional treatment, enhancing their rehabilitation and community reintegration.

RCMP Senior Leadership are on the Steering Committee for Substance Use Health Emergency Action Plan. While this discrete milestone is not included on the Substance Use Health Emergency Action Plan, work with youth, addictions and enforcement are included under pillars and RCMP are engaged. RCMP have an enforcement strategy on organized crime which is held with the Critical Response Unit, and work is reportable to Yukon Government Justice under the Minister's Policing Priority of Serious and Organized Crime.

For First Nations policies to support those Indigenous individuals who wish to move from substance abuse towards health treatment, KDFN has a partnership with Safer Communities and Neighbourhoods (SCAN) and Letter of Expectation with RCMP. CYFN has opened doors at 405 Ogilvie Collaborative Hub three days per week this past year and have between 60-80 people attending per day to access cultural programming, community connections, food, necessities of life, clinical assessments, counselling, acupuncture and behavioural therapies work. KDFN has policy in place to support treatment and second and third stage access.

1.8 International Agreements on Rights (Priority Action Item #3)

Explore options to consider the application of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) in the context of Yukon’s Final Agreements, other modern treaties, and the evolving relationship with First Nations governments without agreements.

1.8.a. Evaluate the voices and perspectives of families and survivors of MMIWG2S+ people in the UNDRIP to modern treaties, laws and relationships that impact and affect their lives.

Milestones	Lead	
Government funding to support the participation of families and survivors of MMIWG2S+ to inform the application of United Nations Declaration on the Rights of Indigenous People (UNDRIP). (Year 1)	Indigenous Women’s Organizations Government of Yukon Government of Canada AFN Yukon Region	NS
Establish a specific Indigenous Women’s engagement forum to examine UNDRIP in an Indigenous Women’s context. (Year 1)	Indigenous Women’s Organizations Government of Yukon Government of Canada AFN Yukon Region	IP
Develop recommendations to address how UNDRIP can uphold the principles, values and implement the objectives of the United Nations conventions on the Rights of the Child; the Rights of Persons with Disabilities; and the Elimination of all Forms of Discrimination Against Women. (Years 1-5)	Indigenous Women’s Organizations Government of Yukon Government of Canada AFN Yukon Region	IP

1.8.a. **Summary:**

In terms of government funding to support the participation of families and survivors of MMIWG2S+ to inform the application of United Nations Declaration on the Rights of Indigenous People (UNDRIP), the Premier sought consent from Yukon First Nations Leaders at the Yukon Forum Leaders Retreat in March 2023, to initiate a discussion with the Leader of the NDP on the application of UNDRIP in the Yukon. While the First Nations Leaders in attendance did not rule out a future discussion on UNDRIP with Yukon Government, they indicated that the Leader of the NDP should approach them directly about meeting with them. When discussions about the application of UNDRIP in the Yukon occur between Yukon First Nations and Government of Yukon, government anticipates making collaborative decisions about the approach to involving Indigenous Women's organizations and other representatives who can bring this perspective to inform the discussions.

In terms of government funding to support the participation of families, WAWC has reported that it has not been included on any discussions on this priority.

In establishment of a specific Indigenous Women's engagement forum to examine UNDRIP in an Indigenous Women's context, YAWC received funding through the Achieving United Nations Declaration of the Rights of Indigenous People (UNDRIP) fund from Justice Canada for its UNDRIP Action Plan project. It is planned to hold this gathering in the next fiscal year.

The Assembly of First Nations (AFN) Yukon region is performing ongoing work and aims to focus on revitalizing matriarchal governance structures. It is currently researching and learning from colleagues across Turtle Island and Aotearoa/New Zealand.

Although WAWC did not take part in a Women's forum to discuss UNDRIP, their staff and board members did take part in several discussions held by AFN Yukon Region on the Yukon's response to UNDRIP, including a few sessions designed for Indigenous Women.

LAWS has reported that government funding to support the participation of families and survivors was minimal from Justice Canada and allowed for initial responses to the United Nations Declaration on the Rights of Indigenous Peoples Act Implementation to be gathered in 2023/24. However, this work requires significantly more funding resources to advance.

LAWS' work in this area has focused on working with Dena matriarchs, although LAWS also attended the AFN Yukon Region Consultations, which took a very different form and resulted in much different feedback on the implementation plan to Justice Canada. LAWS has engaged specifically with Kaska matriarchs regarding UNDRIP, however, underfunding hindered capacity, and as such, did not permit a broader conversation within the international Indigenous Women's community during the 2023/24 year. No additional funding has been made available for this work to begin.

In developing recommendations to address how UNDRIP can uphold the principles, values and implement the objectives of the United Nations Conventions on the Rights of the Child; the Rights of Persons with Disabilities; and the elimination of all forms of discrimination against Women, the Yukon Aboriginal Women's Council is planning to hold a gathering in the next fiscal year.

The Assembly of First Nations (AFN) Yukon Region's creation of the Reconnection Vision (www.reconnection.vision) The Reconnection Vision (RV) is a societal shift guide aimed at transitioning how we live, learn and work, and was developed by 13 Yukon First Nations Youth (Yukon First Nation Climate Action Fellowship) between 2021-2023, following a request from Yukon First Nations leadership, for a climate vision and action plan grounded in Yukon First Nations ways of knowing, doing and being.

The Reconnection Vision upholds the spirit and intent of Yukon's modern treaties wholeheartedly and aims to support families and survivors of MMIWG2S+ through its philosophy, teachings ("Seeds") and "Visions" for healing, community and governance. It aims to lead by example with respect to guiding implementation of UNDRIP. The RV teachings and seeds offer many recommendations for upholding the principles, values and objectives of the Rights of the Child, and the Elimination of all forms of Discrimination against Women.

The Vision for Governance highlights the importance of Indigenous self-determination, leadership, and traditional governance structures. It stresses the need for systems that respect Indigenous ways of knowing and decision-making processes. It includes calls for indigenous-led governance models to ensure that governance structures are accountable to the community, and the integration of traditional knowledge into policy and decision-making. The Vision for healing focuses on restoring well-being and wholeness within individuals and communities, emphasizing traditional knowledge, practices, and the importance of cultural and spiritual connection. Healing is about addressing trauma, fostering resilience, and supporting recovery through holistic approaches that integrate physical, emotional, spiritual, and cultural dimensions. Community is central to the Vision, and it offers teachings on strengthening social ties, building supportive networks, and fostering environments where all members can thrive. It emphasizes the role of collective well-being and the importance of community engagement in healing and growth.

LAWS has not developed recommendations to address how UNDRIP can uphold the principles. This is due to lack of funding and capacity. WAWC and its members provided feedback to AFN when they did their work on UNDRIP last year.

Heather Dickson

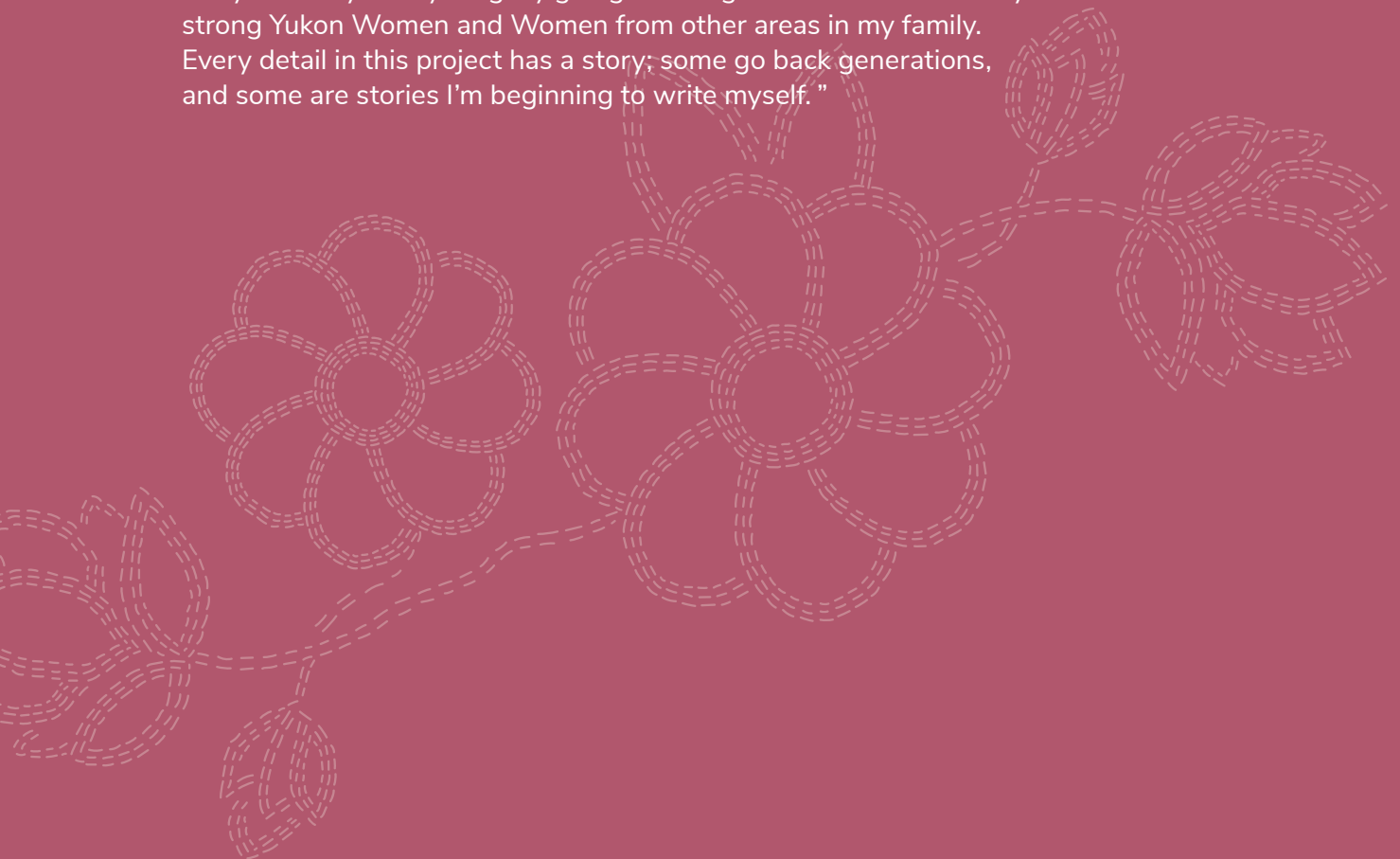
I learned it from my Mother

2023


Melton wool, canvas, heat transfer paper, bias tape, ric-rac ribbon, seed beads, antique European beads, abalone buttons, mother-of-pearl buttons and beads, caribou hair, 24 kt gold beads, porcupine quills, home tan moose hide, semi-precious gem stones, wool and synthetic yarn, vintage finishes, satin ribbon, nylon and polyester thread, iron-on interfacing



The theme for this piece came from a Nation-wide project featuring 5 Indigenous Women from across Canada working in different media. We were each given a large piece of a home tanned moose hide and asked to create a project that represented Indigenous joy. I immediately thought about becoming a mother for the first time and feeling so happy when my baby started having the same experiences I had out on the land with my family. I chose a traditional baby belt to represent a physical view of the joy matriarchs carry and then I beaded a whole story on it: my family's legacy going back 5 generations of incredibly strong Yukon Women and Women from other areas in my family. Every detail in this project has a story; some go back generations, and some are stories I'm beginning to write myself."



Path 2: Community Safety and Justice



Heather Dickson
I learned it from my Mother
2023

2.1 Community Safety Assessments, Plans and Implementation (Priority Action Item #4)

Conduct community-based safety assessments designed by communities to identify factors contributing to the ongoing perpetuation of violence and unsafe conditions in each community. Develop and implement community safety plans that address these factors and conditions.

2.1.a. Complete community assessments in all 14 Yukon First Nations Communities.

Milestones	Lead	
Required community assessments. (Year 1)	Yukon First Nations Governments	IP
Completed community assessments. (Years 1-5)	Yukon First Nations Governments	IP
Summary report of community assessments and recommended environmental designs to improve public safety. (Year 5)	Yukon First Nations Governments	IP

Summary:

KDFN is currently engaged in funding application process for a renewed community safety assessment (there was one completed in 2016 with almost all recommendations completed).

KFN community assessments and recommended environmental designs to improve public safety are currently being developing with “House of Wolf.”

The Yukon Government contribution for the Community Safety Planning funding was an estimated \$700,000 for 2023-2024 with an additional \$700,000 allocated for 2024-2025.

2.1.b. Long-term funding for community safety initiatives.

Milestones	Lead	
Cost-shared funding model for community safety initiatives. (Years 1-5)	All Governments	IP

Summary:

KDFN has reported that there isn't a 'cost sharing model', however there is a Canada funding pot that is application driven.

In 2023-2024, Yukon Justice reported a cost-sharing arrangement between the Government of Yukon and the Government of Canada that funded Community Safety Officer Programs for four Yukon First Nations, KDFN, Selkirk First Nation Government (SFN), Teslin Tlingit Council (TTC) and Carcross and Tagish First Nation Government (C/TFN). The Yukon Government's total contribution to these programs was \$1,028,000 million. Crisis Support Community Justice Projects were estimated at \$307,000 for 2023-2024, and \$307,000 for 2024-2025.

WGED, together with Government of Canada Justice funded the Sexualized Assault Response Team \$125,000 in 2023-2024. Through Justice Crisis Support an estimated \$170,000 was allocated for transportation for victims of gender-based violence for 2024-2025.

C/TFN has received funding as a cost share between Yukon Government and the Federal Government to pilot an expansion of its Community Safety and Wellness program.

2.1.c. Community networks to increase public safety.

Milestones	Lead	
Develop a Yukon-wide safety campaign. (Years 1-5)	Indigenous Women's Organizations Government of Yukon	IP
Safety information workshops and toolkits. (Years 1-5)	Indigenous Women's Organizations Government of Yukon	IP
Crisis support teams and 911 supports throughout Yukon communities. (Years 1-5)	Indigenous Women's Organizations Government of Yukon	IP
Yukon-wide community bulletin program. (Years 1-5)	Indigenous Women's Organizations Government of Yukon	IP

Summary:

In the development of a Yukon-wide safety campaign, the YAWC produced the MMIWG2s+ Strategy in 2023, that includes priorities for improving community safety and justice.

For safety information workshops and toolkits, YAWC continued the next phase of the Taxi Safety campaign, including engagement with community members and the Taxi Safety Options Assessment and Stakeholder Engagement Survey Results report. YAWC staff participated in trauma resiliency training to support their ongoing safety in the workplace, allowing them to provide more effective support to clients in crisis.

YAWC provided crisis emergency supports at the downtown Whitehorse shelter, supporting requests for gas, food, and shelter through a newly established emergency fund, as well as a partnership with the Yukon Inn. YAWC was successfully awarded funding for a Women's Advocate who will act as a new crisis support and resource navigator.

For the Yukon-wide community bulletin program, YAWC provided the community bulletin in the Whitehorse office; planning at satellite locations as well as a new MMIWG2S+ Webpage and Facebook page.

2.2 Evaluating Sharing Common Ground

Sharing Common Ground Final Report: Review of Yukon’s Police Force (2010) is the final report of the review in the Yukon focusing primarily on the RCMP. The evaluation should review the status of the implementation of the recommendations and identify emerging needs.

2.2.a. Evaluate the implementation of *Sharing Common Ground* recommendations (2010) that support the objectives of Yukon’s MMIWG2S+ Strategy to identify gaps and emerging needs.

Milestones	Lead	
Indigenous Women’s and Two-Spirit+ people’s recommendations on next steps. (Year 1)	Indigenous Women’s Organizations	IP
Dedicated resources and the opportunity for Indigenous Women, Youth and Two-Spirit+ people to participate in the evaluation of <i>Sharing Common Ground</i> recommendations. (Year 1)	Yukon First Nations Governments	IP
Report on emerging needs to support the families of MMIWG2S+ people. (Years 1-5)	Government of Yukon RCMP	IP
Provide ongoing financial resources for Women’s organizations to realize program initiatives. (Years 1-15)	Government of Canada	IP

2.2.a. Summary:

Work done on the Indigenous Women's and Two-Spirit+ people's recommendations on next steps includes YAWC's ongoing consultation with Women and gender-diverse people. LAWS' work on recommendations on next steps has not been completed due to lack of funding and capacity.

For dedicated resources and the opportunity for Indigenous Women, Youth and Two-Spirit+ people to participate in the evaluation of *Sharing Common Ground* recommendations, KDFN has dedicated resources and the opportunity for Indigenous Women, Youth and Two-Spirit+ people to participate in the evaluation recommendations. KDFN liaises community and RCMP, often utilizing the KDFN Enhanced Policing as the 'front door' to discussions, concerns, and engagement relating to *Sharing Common Ground* Recommendations.

For the work done on the reporting on emerging needs to support the families of MMIWG2S+ people, the Yukon Justice is supporting the renewal of the Community Tripartite Agreement (CTA) to provide enhanced policing services for Yukon First Nations. This is cost shared by the governments of Canada and Yukon, contributing 52% and 48% respectively. Yukon Justice and the Government of Canada have been successful in expanding the CTA program in the Yukon to allow for six more enhanced RCMP officers.

2.3 Restorative Justice

Improve options and coordination for Youth and adult restorative justice in Yukon communities with a focus on the safety and dignity of victims.

2.3.a. Increase culturally sensitive restorative justice programs, supports and services for Indigenous Women, Youth and Two-Spirit+ people throughout the Yukon.

Milestones	Lead	
Establish community-delivered restorative programs and services that include but are not limited to: <ul style="list-style-type: none"> • family mediation; • community conflict resolution; • family group conferencing (child protection); and • victim impact panels, victim offender mediation, and circle sentencing in the criminal law context. (Years 1-5)	Yukon First Nations Governments	IP
Establish Yukon First Nations policy guidelines to protect the safety and dignity of Indigenous Women, Youth and Two-Spirit+ people in the various restorative processes. (Years 1-15)	Indigenous Women's Organizations	NS
Provide dedicated core funding to establish, stabilize and operate community-based restorative programs, supports and services. (Years 1-15)	Government of Yukon Government of Canada	O
Fund annual restorative justice gatherings/conferences to advance and share best practices. (Years 1-15)	Government of Yukon	O

2.3.a. **Summary:**

Kwanlin Dün First Nation Government (KDFN) is in the early days of the development of a community delivered restorative justice program. KDFN currently offers family mediation circles. C/TFN's Peacemaking Program has been used for both family and criminal justice matters. The First Nation is continually looking to expand and further develop this program.

On the milestone of providing dedicated core funding to establish, stabilize and operate community-based restorative programs, supports and services, the Governments of Yukon and Canada equally cost the support of eight Community Safety/Restorative Justice programs in the Yukon.

Crown Indigenous Relations and Northern Affairs Canada's Yukon Regional Office delivers Indigenous Service Canada's Family Violence Prevention Program, which funds Yukon First Nations for shelter operations, as well as project-specific activities that seek to address community-driven, self-determined priorities to advance Women's security, safety and overall wellness. In 23/24, more than \$2.3M was provided to Yukon First Nation governments and organizations.

In terms of funding annual restorative justice gatherings/conferences to advance and share best practices, Yukon Justice funded and facilitated an eight-day restorative justice training program for practitioners to advance and share best practices in 2023-24. The department funded the participation of up to two designates from each Yukon First Nation.

2.4 Whitehorse Correctional Centre and Community Justice Services

Partner with the Whitehorse Correctional Centre and the Department of Justice to improve programs, services, and supports for Indigenous people while incarcerated and support reintegration into the community with a focus on upholding the safety and dignity of Indigenous Women, Girls, and Two-Spirit+ people.

2.4.a. Improve institutional programs, services and supports for incarcerated Indigenous Women, Youth and Two-Spirit+ people.

Milestones	Lead	
Needs assessment informed by Indigenous Women, Youth and Two-Spirit+ people with incarceration-lived experiences. (Years 1-5)	Indigenous Women's Organizations	NS
Review the correctional facility, the Women's Transitional Living Centre and associated policies. (Years 1-5)	Indigenous Women's Organizations Yukon First Nations Governments Government of Yukon	NS
Recommendations to address the needs and safety interests of incarcerated Indigenous Women, Youth and Two-Spirit+ people. (Years 1-5)	Indigenous Women's Organizations Yukon First Nations Governments Government of Yukon	NS
Indigenous policy and program supports to provide dedicated internal programs, supports and services for Indigenous Women, Youth and Two-Spirit+ people, inclusive of community reintegration considerations. (Years 5-10)	Indigenous Women's Organizations Yukon First Nations Governments Government of Yukon	IP

2.4.a. Summary:

In terms of Indigenous policy and program supports to provide dedicated internal programs, supports and services for Indigenous Women, Youth and Two-Spirit+ people inclusive of community reintegration considerations, the Whitehorse Correctional Centre (WCC) collaborates with the CYFN to integrate traditional healing practices by providing for the inclusion of Knowledge Keepers and First Nations Elders in the corrections context. The Knowledge Keepers and Elders provide one-on-one traditional healing and counselling, often focusing on MMIWG2S+ issues. They lead traditional activities such as sweat lodges, healing circles, beading, and mitt-making projects, and incorporate discussions on MMIWG2S+ topics in these activities. These services are offered to both male and female clients at the Whitehorse Correctional Centre.

WCC holds special events such as Summer and Winter Solstice gatherings to acknowledge MMIWG2S+, often accompanied by traditional meals. WCC also takes an active role in the annual Day for Truth and Reconciliation, and invites community partners, family members, guest speakers – including First Nations Elders, Knowledge Keepers, and other representatives from various Yukon First Nations. Participation in these events is offered to both male and female clients at WCC.

WCC recently increased available support and capacity for Indigenous clients by hiring a second First Nations Liaison Officer (FNLO). FNLOs provide one-on-one opportunities for discussions on topics including MMIWG2S+, offer daily traditional smudging for affected clients, and facilitate further sessions upon request. These services are offered to both male and female clients at the WCC.

CYFN administers cultural programming to individuals at the WCC through its Knowledge Keeper Program. Elders and Knowledge Keepers are able to attend WCC to offer guidance on spirituality, ceremony, prayer, and smudging. The program also offers teaching traditional skills such as moccasin making, ribbon skirts, and sweat lodge ceremonies.

KDFN has an Indigenous Court Worker program that provides advocacy and supportive services for all Indigenous people navigating the court system. In addition, KDFN has case managers and outreach workers who also assist citizens reintegrating back into community after incarceration. The C/TFN Justice Coordinator provided regular programming to all units at WCC over the past year, including the Women's unit.

2.4.b. Improve the administration of justice and access to justice for Indigenous Women, Children and Two-Spirit+ People.

Milestones	Lead	
Access to justice gap-analysis with recommendations to inform institutional changes and programs and services requirements. (Years 1-2)	Indigenous Women's Organizations Yukon First Nations Governments	NS
Dedicated advocacy services and supports for Indigenous Women, Children and Two-Spirit+ people. (Years 2-5)	All Governments	IP
Dedicated legal services for Indigenous Women, Children and Two-Spirit+ people (child protection, victims of violence) during court proceedings. (Years 2-5)	All Governments	IP
Dedicated counselling and advocacy support for Children who are victims of sexualized violence (connects to Implementation plan objectives 2.5 and 2.6). (Years 2-5)	All Governments	O
Evaluation of Gladue sentencing principles and court decisions to identify successful cases and requirements to improve the safety of victims of violence (individuals and communities). (Years 2-5)	All Governments	IP
Consider the establishment of a Child and Youth advocacy centre for victims of sexualized violence. (Years 10-15)	All Governments	NS

2.4.b. Summary:

Work on accessing justice gap-analysis with recommendations to inform institutional changes and programs and services requirements has not been completed at this time, due to a lack of funding and capacity.

For dedicated advocacy services and supports for Indigenous Women, Children and Two-Spirit+ people, the Yukon Justice and Canada co-fund 12 Indigenous Court Worker programs in Yukon's First Nation communities. The Department of Justice provides training and support for all Indigenous court workers.

CYFN Justice administers Community Impact Statements (CIS) for Yukon First Nation communities impacted by crime. A Community Impact Statement is a written statement that describes the harm an offence has caused to a community in accordance with s. 722.2 of the Canadian Criminal Code, to be used at the time of sentencing. CYFN's Legal System Navigators provide information and support to victims navigating the criminal and family law systems. These Navigators are trauma informed and provide culturally relevant support.

The CYFN Legal System Navigators provide information and support to victims navigating the criminal and family law systems. Through the CYFN Family Preservation Clinical Counselling, counselling supports, and advocacy supports are available for Children; in addition to attendance at Child Protection Court. Through the Family Preservation Department, CYFN provides supports at Child Protection Court for Yukon First Nations and Indigenous Children.

CYFN Justice administers the Yukon's Gladue Report Writing Program. A Gladue Report is a written report that describes the unique circumstances of Yukon First Nations and Indigenous people, in accordance with s. 718.2 of the Canadian Criminal Code, to be used at the time of sentencing.

LSCFN has positions that advocate for these groups in their government. Women, Children, and family go through family support and Two-Spirit can access advocacy through Community Wellness.

KDFN offers dedicated legal services for Indigenous Women, Children and Two-Spirit+ people (child protection, victims of violence) during court proceedings. KDFN has an Indigenous Court Worker program that provides advocacy and supportive services for all indigenous people navigating the court system. In addition, KDFN has case managers and outreach workers who also assist victims of violence and families navigating family court proceedings.

The Yukon Justice Independent Legal Advice (ILA) program provides victims of intimate partner violence and sexualized assault with free legal advice and information. The Independent Legal Advice program is available to victims of all genders and ages. More information can be found at: <https://yukon.ca/en/get-legal-advice-victims-intimate-partner-violence-or-sexualized-assault>.

C/TFN strives to have more of a presence in family court matters when the Citizens agree with their involvement.

For dedicated counselling and advocacy support for Children who are victims of sexualized violence Yukon Health and Social Services has ongoing services for Children who have experienced sexualized violence and are receiving services from the Director of Family and Children's Services (FCS). Counselling and treatment are arranged on a case-by-case basis, utilizing available Yukon Government services, private practitioners, or out-of-territory programs as needed, with all associated costs covered by FCS. This is done in collaboration with Mental Wellness and Substance Use Services.

KDFN works closely with the Sexual Assault Response Team (SART) and provides indigenous representation on the working group. LSCFN has dealt with facilities that do this type of work, however clients had to leave the Yukon for access to this service.

Yukon Mental Wellness and Substance Use Services provides priority access to counselling services for victims of sexualized violence. This includes providing access to services for Children through the Child and Yukon Treatment Team in Whitehorse, and through Child and Youth counsellors working in the communities.

On the evaluation of Gladue sentencing principles and court decisions to identify successful cases and requirements to improve the safety of victims of violence (individuals and communities) KDFN sits on the Gladue Management Committee. This committee meets quarterly and has ongoing discussions on best practices, as well as program review.

2.5 Sexualized Assault and Violence Response (Priority Action Item #5)

Improve victim-centred and crisis-responsive supports for victims of gender-based violence and sexualized assault.

2.5.a. Establish Indigenous designed, victim-centred crisis responsive programs, services and supports.

Milestones	Lead	
Victim-centered crisis strategy: inventory and gap analysis. (Years 1-5)	All Governments	NS
Indigenous representation on the Sexualized Assault Response Team. (Years 1-5)	All Governments	IP
Sexualized Assault Response Team services in rural communities. (Years 1-5)	All Governments	IP

Summary:

For the victim-centered crisis strategy and inventory and gap analysis the *What We Heard – Sexual Assault Response Team (SART) document* was shared at Yukon Forum on February 16, 2024. Through Yukon Justice, a public engagement on the proposed SART expansion to Yukon rural communities was completed in summer 2023. The *What We Heard* report was published in Spring 2024 and identified gaps and barriers, and possible solutions to improve services for victims of sexualized violence. The SART Expansion Action Plan is in development, and transportation for victims of sexualized violence is now accessible to individuals in all Yukon communities.

For Indigenous representation on the Sexualized Assault Response Team, KDFN has representation on the SART working group. CYFN is part of the SART community expansion working group and is part of the SART oversight committee. The SART governance structure will be revised during the program expansion to include more communities and increased Indigenous representation.

2.5.a.

WGED is supporting Yukon Justice with planning for the expansion of services to victims of sexualized assault beyond Whitehorse, including main roles on communications as well as planning and prioritization. The expansion of SART services to rural communities is in progress. Preliminary actions include the establishment of a low barrier travel assistance program and SART training sessions for community service providers. A communication strategy is in development to increase service awareness in rural communities. The SART Expansion Action Plan is in development.

2.6 Violence Prevention and Response Programs (Priority Action Item #5)

Review violence prevention and response programs and services and associated funding programs in the Yukon to improve sustainability, positive outcomes and alignment with First Nations' needs.

2.6.a. Transform the delivery of government response programs and services to eradicate prejudicial treatment of Indigenous Women, Girls and Two-Spirit+ people and their families.

Milestones	Lead	
Zero-tolerance policy against discrimination. (Years 1-15)	Indigenous Women's Organizations Government of Yukon Government of Canada	IP
Cultural diversity training programs for child protection, health, social and justice departments. (Years 1-15)	Indigenous Women's Organizations Government of Yukon Government of Canada	IP
Media campaigns to promote healthy cultural relationships. (Years 1-15)	Indigenous Women's Organizations Government of Yukon Government of Canada	IP

Summary:

For the zero-tolerance policy against discrimination, the Diversity and Inclusion Branch started researching, conducting a jurisdictional scan, and has people resources dedicated to completing this project in 2025-26. Also, PSC launched the new Investigations Office, which helps Yukon government employees, supervisors and HR professionals address harassment, abuse of authority, discrimination, sexual harassment and violence.

In terms of cultural diversity training programs for child protection in, health, social and justice departments, the PSC Deputy Minister recently requested that all employees in PSC take an in-house course “Intro to Cultural Safety” as a way to share the importance of this topic. PSC employees are expected to have taken this course in the first year of their employment with PSC. Other departments have also asked this, such as Health and Social Services.

Yukon Justice has instituted mandatory training for all staff, including the following courses: Yukon First Nations 101, History of Yukon First Nations & Self-Government; The Blanket Exercise; Introduction to Cultural Safety, and Anti-Racism.

For media campaigns to promote healthy cultural relationships. Tourism and Culture (Yukon Historic Resources Fund) promotes the study and interpretation of Yukon’s historic resources. Projects promote appreciation, preservation and development of Yukon’s heritage. Tourism recently funded the WAWC – Yukon Association of Non-Status Indians research and publication of “*The Time has Come to Tell Our Story.*” Tourism and Culture provides a Yukon First Nation Heritage advisor who advises department representatives on cultural protocols, coordinates events related to truth and reconciliation, coordinates training opportunities and provides support to Yukon First Nations and community groups in related activities. i.e. Orange Shirt Day, National Indigenous Peoples Day.

2.6.b. Community-based First Nations violence-prevention programs, supports and services.

Milestones	Lead	
Evaluation of violence prevention and response programs and services as well as current funding levels throughout the Yukon. (Years 1-5)	Indigenous Women's Organizations Government of Yukon Government of Canada	IP
Summary report and recommendations. (Years 1-5)	Indigenous Women's Organizations Government of Yukon Government of Canada	IP
Indigenous family violence-prevention programs and services guide to inform the funding and delivery of violence-prevention services for Indigenous Women, Children, Two-Spirit+ people and families. (Years 1-5)	Indigenous Women's Organizations Government of Yukon Government of Canada	IP
Dedicated domestic violence-prevention programs that are child and youth-focused. (Years 1-5)	Indigenous Women's Organizations Government of Yukon Government of Canada	IP
Dedicated legal representation for victims of violence. (Years 1-5)	Indigenous Women's Organizations Government of Yukon Government of Canada	O

Summary:

On the evaluation of violence prevention and response programs and services, as well as current funding levels, throughout the Yukon, WAWC is working with WGED Yukon and the Yukon Women's coalition to help to facilitate an evaluation of the sector that promotes and works towards equity with results expected by the end of this fiscal year (March 2025). The Summary report and recommendations are expected to be complete by the end of this fiscal year (March 2025).

Crown Indigenous Relations and Northern Affairs Canada (CIRNAC)'s Yukon Regional Office delivers Indigenous Service Canada's Family Violence Prevention Program, which funds Yukon First Nations for shelter operations, as well as project-specific activities that seek to address community driven, self-determined priorities to advance Women's security, safety and overall wellness. In 23/24, more than \$2.3M was provided to Yukon First Nation governments and organizations.

For Indigenous family violence-prevention programs and services guide to inform the funding and delivery of violence-prevention services for Indigenous Women, Children, Two-Spirit+ people and families, the WGED is pausing the Prevention of Violence Against Aboriginal Women fund for the 2024-25 fiscal year to review the fund's effectiveness and alignment with Yukon's MMIWG2S+ Strategy.

CYFN is developing an initiative aimed at preventing family and gender-based violence and supporting the physical and mental well-being of survivors. The primary goal of the program is that Yukon First Nation Men, or those who identify as Yukon First Nation Men, who have used, or are at risk of using, violence in their family have the opportunity to engage in a voluntary violence prevention program in their home community. To achieve this, CYFN intends to deliver training to numerous facilitators via a train-the-trainer concept so that the program can be delivered directly in 14 Yukon communities.

YAWC has created the inter-agency road map and associated brochures that summarize available services and organizations in Addictions, Housing, Mental Health, Physical Health, Youth Services, and Women's Services in Whitehorse, Dawson City, and Watson Lake. The Whitehorse Aboriginal Women's Council has what could be the foundation of this milestone with its Virtual Resource centre, however it will need more funding to develop the content necessary to be successful.

YAWC facilitated a family and Youth on-the-land camp near Watson Lake for building up the family unit and bringing together community members to support each other's healing. This camp aligns with violence-prevention programs that are Child- and Youth-focused.

For dedicated legal representation for victims of violence, WGED has allocated \$93,000 per year to support the Women's Legal Advocate program at Skookum Jim Friendship Centre and \$100,000 per year to support the Women's Advocate program at Victoria Faulkner Women's Centre. Both programs provide legal navigation and support, but not representation. YWAC supports clients to attend court when they are victims of crime. C/TFN makes referrals to the Independent Legal Advice (ILA) program when appropriate.

2.6.b. Yukon Justice's Independent Legal Advice (ILA) program provides victims of intimate partner violence and sexualized assault with free legal advice and information. The ILA program is for victims of all genders and ages. More information is available at: <https://yukon.ca/en/get-legal-advice-victims-intimate-partner-violence-or-sexualized-assault>. In addition, legal representation is provided for victims of sexualized violence in hearings associated with sections 276 and 278.4 and 278.92 of the Criminal Code.

Crown Indigenous Relations and Northern Affairs Canada Yukon Regional Office delivers Indigenous Service Canada's Child and Family Service Reform program, which provided more than \$20M in funding directly to Yukon First Nations in 23/24 for projects, programming and administration costs directly related to Child and Family prevention activities in the communities.

2.7 Update the MMIWG2S+ Record

Update the record of MMIWG2S+ with current information and include those who were not included in the original Yukon Sisters in Spirit research project and create a record of missing and murdered Indigenous people in addition to the MMIWG2S+ record.

2.7.a. Ensure an accurate account of missing and murdered Indigenous people.

Milestones	Lead	
Dedicated financial resources. (Years 1-5)	Government of Yukon Government of Canada	IP
Ongoing financial support for a digital database and repository to ensure technical support, access, privacy and security. (Years 1-15)	Government of Yukon Government of Canada	IP
Develop guidelines to conduct research to re-establish and update the records in consultation with Indigenous Women's Organizations. (Years 5-10)	Indigenous Women's Organizations	IP
Research report, informed by the permission of the families, accounting for the deaths and disappearances of Indigenous Women, Girls and Two-Spirit+ people since the Yukon Sisters in Spirit project of 2010. (Years 5-10)	Indigenous Women's Organizations	IP
Research report informed by the permission of the families on the deaths and disappearances of Indigenous Men and Boys. (Years 5-10)	Indigenous Women's Organizations	IP
Establish a permanent repository of records that is secure but also accessible, with privacy permissions in place. (Years 5-10)	Indigenous Women's Organizations	IP

2.7.a. Summary:

Regarding the development of guidelines to conduct research to re-establish and update the records in consultation with Indigenous Women's organizations, LAWS has begun thinking through and mapping some of the guidelines that inform ethical research and data collection and is actively seeking supports from organizations engaged in data sovereignty, databack, and data governance initiatives. Additional work has been done with respect to considerations for Ownership, Control Access and Possession (OCAP) and Free Prior and Informed Consent (FPIC), levels of permissions, data use and reporting, data sharing/data trusts, etc. This is longer-term work that requires thorough considerations and relational accountability, and LAWS is invested in ensuring it takes the time to do it well for the community. Additional information is being gathered in advance of opening a broader discussion, to support partners to engage in this important work.

(Similar to the existing #LandBack movement, #DataBack is for taking back what rightfully belongs to Indigenous peoples.)

The research report, informed by the permission of the families, accounting for the deaths and disappearances of Indigenous Women, Girls and Two-Spirit+ people since the Yukon Sisters in Spirit project of 2010, is partially underway through LAWS, however additional funding and capacity are needed to continue. This includes capacity to do the 'research' and write the report, but more importantly, it needs to include funding and capacity to provide direct supports to the affected families, to ensure that the 'research' does not do harm.

LAWS has also undertaken a research report informed by the permission of the families on the deaths and disappearances of Indigenous Men and Boys. This work is partially underway; however, additional funding and capacity are needed to continue. This includes capacity to do the 'research' and write the report, but more importantly, it needs to include funding and capacity to provide direct supports to the affected families, to ensure that the 'research' does not do harm. Notably, while this work is interrelated with the above, the update of the record of MMIWG2S+ has been the focus of LAWS' work.

For establishing a permanent repository of records that is secure but also accessible, with privacy permissions in place, LAWS has reported that significant work is underway to develop the software that will hold the record(s), with deep consideration to security, accessibility, privacy, and of course, Ownership, Control Access and Possession and Free Prior and Informed Consent. LAWS has currently completed a cloud-based wireframe (mock-up) of the software and is working to leverage funding to move the software development.

2.8 Transportation and Communication (Priority Action Item #11)

Create safe and affordable transportation and communication options to and between Yukon communities.

2.8.a. Safe, accessible and affordable transportation services for Indigenous Women, Girls and Two-Spirit+ people in need.

Milestones	Lead	
Evaluation report of community transportation needs for safety purposes and provide recommendations for transportation system service within Whitehorse and between communities with safety and mobility considerations for Indigenous Women, Girls and Two-Spirit+ people. (Years 1-5)	All Governments	IP
Expedite 5.9 of Putting People First. (Years 1-5)	All Governments	IP

Summary:

In providing an evaluation report of community transportation needs for safety purposes and providing recommendations for transportation system service within Whitehorse and between communities, with safety and mobility considerations for Indigenous Women, Girls and Two-Spirit+ people, as part of the Substance Use Health Emergency Strategy, Yukon Health and Social Services received direction in July 2023 to explore developing a rapid intercommunity transport program. The program aims to use existing HSS care providers in each community to facilitate urgent transportation for Yukoners requiring access to services in Whitehorse, including emergency funds for fuel. A work plan, policies, and full budget are being developed for final approval. Identification of existing transport and low-cost services operated by various governments and agencies has been completed; services vary by community and are more available during summer months.

- 2.8.a. Yukon Health and Social Services identified funding under the National Action Plan to End Gender-Based Violence that includes a transportation project that will provide low-barrier support for victims to travel to Whitehorse or another community (such as Dawson) to access existing services. The funding allocation is administered through Victim Services, in collaboration with several NGOs.

WGED supported a facilitated workshop in September 2024, bringing together seven Yukon government departments to discuss improving transportation, and will lead next steps. Yukon Justice has reported that an inventory of transportation resources for service providers is nearing completion, and funding has been provided to several NGOs to provide travel assistance to victims of gender-based violence who need to leave their community for safety reasons or attend another community to access related services.

CYFN's Family Preservation administers a Transportation Support Program.

Yukon Health and Social Services has reported that the Medical Supplies and Equipment Working Group has aligned coverage with the Non-Insured Health Benefits Federal Program and has updated the website to provide applicants with current information on medical and surgical supplies.

KDFN has active representation on the Yukon First Nations Health Transformation Advisory Committee (HTAC). The HTAC team is working towards the implementation of Putting People First in the context of the new Shaw Kwa'a (Health and Wellness Yukon.) KDFN Health also has a Non-Insured Health Benefits Navigator.

2.8.b. Reliable and affordable communications systems (telephone and internet services) throughout the Yukon.

Milestones	Lead	
Invite Northwestel to become a signatory to the Strategy. (Year 1)	Yukon Advisory Committee	C
Invite Telus and Rogers to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Invite the Canadian Radio-television and Telecommunications Commission to become a signatory to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Reliable and affordable communication systems (telephone and internet services) throughout the Yukon. (Years 1-15)	Government of Yukon Government of Canada	IP

Summary:

The Yukon Advisory Committee was able to secure Northwestel as a signatory at the June 2023 Technical Forum. Efforts to secure Telus and Rogers, as well as the Canadian Radio-Television and Telecommunications Commission as signatories, is ongoing.

The Yukon Public Libraries provide free Wi-Fi. The library posts the password for easy access.

Yukon Highways and Public Works has reported that with the addition of the new Dempster fiber line, communities will be provided with a backup line in the event of a service disruption and will be provided more reliable internet and cellphone services. The project reached substantial completion in August 2024 and the commissioning done by Northwestel, is anticipated to be complete before the end of 2024.

2.9 Research Projects

Identify research priorities under the leadership of Indigenous Women, Girls and Two-Spirit+ people and conduct individual and/or joint projects to advance knowledge and information available on specific topics including human trafficking affecting Yukon Indigenous people.

2.9.a. Establish and Indigenous research house of learning to promote, develop, support and house Indigenous-led research on topics of importance to the equity and equality, health and wellness, and safety of Indigenous, Women, Girls and Two-Spirit+ people.

Milestones	Lead	
Invite Yukon University to become a signatory to the Strategy. (Year 1)	Yukon Advisory Committee	IP
Invite the Yukon Status of Women Council to become a signatory to the Strategy. (Year 1)	Yukon Advisory Committee	C
Research report on various forms of human trafficking in the Yukon and recommendations to eradicate these human rights violations. (Years 1-5)	Indigenous Women's Organizations	NS
Research report on the relationships and common factors between violence and lateral violence, and the impacts of colonization, racism, patriarchy, oppression and social inequity. (Years 1-5)	All Governments	NS
Establish an Indigenous Women, Girls and Two-Spirit+ people research chair for the Yukon. (Years 1-5)	All Governments	NS

Summary:

Yukon University has been invited to become a signatory to the Strategy and efforts to secure the Yukon University are ongoing. The Yukon Status of Women's Council became a signatory at the June 2023 Technical Forum.

LAWS has reported that the research report on various forms of human trafficking requires funding and capacity and is closely linked and capacity and is closely linked to 2.7a (software development), and a module could be developed as an add-on, once the core software is completed and tested.

Path 3:

Economic Independence and Education

Social and economic marginalization is a significant pathway to violence that was identified by the National Inquiry. Enhancing the education and economic independence of Indigenous women, girls, and Two-Spirit+ people supports the eradication of economic forms of violence and builds pathways to freedom and self-determination.



3.1 Leadership, Education and Training Programs

Create and expand available options in leadership, education and training programs for Children, Youth, adults that are grounded in culture.

3.1.a. Economic Independence and Education

Milestones	Lead	
Invite the Yukon First Nation Education Directorate, the Skookum Jim Friendship Centre and the Yukon Learn Society to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Consult with Indigenous students, Yukon and adults to identify obstacles and needs to increase employment of Indigenous people to inform government-related policies and strategies. (Years 1-15)	Yukon First Nations Governments	O
Implement policies to support a safe educational environment. (Years 1-15)	Government of Yukon	NS

Summary:

The Yukon Advisory Committee has reported that efforts to secure signatures from the Skookum Jim Friendship Centre and Yukon Learn are ongoing.

In terms of consulting with Indigenous students, Youth and adults to identify obstacles and needs to increase employment of Indigenous people and to inform government-related policies and strategies, WGED coordinates the 2SLGBTQIA+ Inclusion Action Plan, which includes many actions related to safer school environments. WGED is also supporting the Department of Education in the Child and Youth Advocate's Office review of the Sexual Orientation and Gender Identity (SOGI) policy.

KDFN Education held a Community Coming Together event with its Language and Culture department. Community consultation was also conducted for feedback through focus groups Spring 2023. Further consultation will

- 3.1.a. continue to be a priority for KDFN. KFN has consulted with Indigenous students, Youth and adults and is working on this with Yukon Government and the First Nations School Board.

In terms of implementation of policies to support a safe educational environment, the Community Development Fund provided support to the First Nation of Na-Cho Nyak Dun to create an all-inclusive multi-platform Northern Tutchone Language App that can be used to support language revitalization programming for all citizens.

3.1.b. Support Indigenous Women, Girls and Two-Spirit+ people with health conditions, impairments, disabilities and Neurodiversity to actively participate in education, leadership, and economic opportunities.

Milestones	Lead	
Invite Fetal Alcohol Syndrome Society Yukon (FASSY), Autism Yukon, Opportunities Yukon, the Yukon Learn Society to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Dedicated programs and supports that address health conditions, impairments, disabilities and neurodiversity and provide access to accommodation, employment, and leadership opportunities. (Years 1-15)	All Governments	NS

Summary:

PSC’s Diversity and Inclusion Branch (DIB) has hosted various keynote speakers in the past who focus on equity, diversity, and inclusion. These offerings are called “Conversations with Diversity”, and on-line participation is open to all levels of employees in PSC. In July 2023, DIB and other branches in the PSC co-hosted a two-day Indigenous Leadership Conference, which received very positive feedback. Local YFN government employees were also invited to attend. PSC is planning to host another Indigenous Leadership Conference in 2025-26.

3.1.b. In terms of dedicated programs and supports that address health conditions, impairments, disabilities and neurodiversity and provide access to accommodation, employment, and leadership opportunities. Yukon Education has two memorandums of understanding with HSS to provide training and support for students with complex medical needs. They are developing a framework for neurodiverse classrooms and reviewing shared resource programs in some schools.

3.1.c. Decolonize education and ensure that the curriculum as informed by Yukon First Nation cultures and lived experiences.

Milestones	Lead	
Curriculum at all educational levels that supports and advances First Nations cultural life skills, heritage, languages and subsistence-based economies. (Years 1-15)	Yukon First Nations Governments Government of Yukon	NS

Summary:

On the milestone of curriculum at all educational levels that supports and advances First Nations cultural life skills, heritage, languages and subsistence-based economies, KDFN had the Honouring Identity and Celebrating Self Program – with students and their families. This program has been recognized as an external credit program for high school students. The program facilitated by KDFN integrates identity, language and culture with core curriculum while teaching essential skills – research, analysis, reading, writing – in a safe and inclusive space. It brings KDFN families together with Elders, traditional knowledge keepers, researchers, language learners and educational practitioners to learn about their familial lineages, and cultural and linguistic origins.

KFN is working with the First Nations School Board on continuing implementation of culture and language in the schools.

3.1.d. Support and advance the development of First Nations economies and strengthen Indigenous participation in the economy.

Milestones	Lead	
Invite Yukon First Nations Culture and Tourism Association, Yukon First Nations development corporations, dāna Näye Ventures, and the Yukon First Nation Chamber of Commerce to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Economic strategies, initiatives, incentives and supports to advance cultural and land-based businesses and Indigenous arts and tourism led by Indigenous Women and Two-Spirit+ people. (Years 1-15)	Indigenous Women's Organizations Yukon First Nations Governments	IP
Strategies, initiatives, incentives and supports to advance Indigenous-led business economic participation. (Years 1-15)	Indigenous Women's Organizations Yukon First Nations Governments	IP

Summary:

Yukon Advisory Committee has reported that efforts to secure signatures from the Yukon First Nations Culture and Tourism Association, Yukon First Nation Development Corporations, Dānā Näye Ventures and the Yukon First Nation Chamber of Commerce are ongoing.

For economic strategies, initiatives, incentives and supports to advance cultural and land-based businesses and Indigenous arts and tourism led by Indigenous Women and Two-Spirit+ people, KDFN Economic Development successfully supported one female KDFN citizen in getting her business off the ground. KDFN also has an Arts Committee that allows for KDFN citizens to receive up to \$2,000 per year to advance cultural and land-based activities that can also fuel business plans. KDFN Education hosts several training opportunities and supports throughout the year to support Entrepreneurs including Traditional Entrepreneurship. KDFN Pathways supported a booth at the Fireweed Market throughout the summer months and this service is ongoing.

In 2023/24 WAWC had a project funded by Prevention of Violence Against Aboriginal Women Fund (PVAAW) to support Indigenous Women Entrepreneurs by removing barriers to selling their cultural artistic and traditional food products. The project was so successful it has been continued for the 2024/25 fiscal year.

For strategies, initiatives, incentives and supports to advance Indigenous-led business economic participation, YAWC administered the Be The Drum entrepreneurship program in collaboration with the Native Women's Association of Canada to support more Indigenous Women starting businesses in Whitehorse and the Yukon.

LSCFN Lands and Resources promotes opportunities for LSCFN-owned businesses within the Mount Nansen Remediation Project. It also worked with new startup businesses to help ensure it can meet the health and safety policies of companies they intend to contract with.

The Government of Canada's Canadian Northern Economic Development Agency (CanNor) contributed \$200,000 towards the Indigenous Women Entrepreneur (IWE) program, a micro-loan initiative operated by dänä Näye Ventures, that has resulted in additional capital support for 12 Indigenous business Women to kick-start or grow their businesses across the Yukon. This funding, delivered by CanNor, and part of the Government of Canada's \$6 billion Women Entrepreneurship Strategy (WES), served as additional financing for dänä Näye Ventures to accommodate a growing subscription base to its Indigenous Women Entrepreneur program, allowing for more applicants to be accepted into the program.

3.2 Post Secondary Education and Professional Development

Improve funding for and access to culturally relevant career counselling, post-secondary education programs, and community education outreach.

3.2.a. Promote and support First Nations careers that are key to ending violence against Indigenous Women, Girls and Two-Spirit people.

Milestones	Lead	
Indigenous Women, Girls and Two-Spirit+ people studies as part of the Yukon education curriculum. (Years 1-15)	Yukon Advisory Committee	NS
Increase representation of Indigenous Women and Two-Spirit+ people in teaching all levels of educational studies. (Years 1-15)	Yukon First Nations Governments Government of Yukon	NS
Increase representation of Indigenous Women, Youth and Two-Spirit+ people in the student body in the areas of health, mental wellness, social work, and justice. (Years 1-15)	Yukon First Nations Governments Government of Yukon	IP
Practicum placement within First Nations communities. (Years 1-15)	Yukon First Nations Governments Government of Yukon	IP
Program specific scholarships, bursaries and grants for Indigenous Women, Youth and Two-Spirit+ people. (Years 1-15)	All Governments	NS

Summary:

3.2.a.

Efforts to have Indigenous Women, Girls and 2S+ people studies as part of a Yukon Education curriculum have not yet started. There was no reported increase to representation of Indigenous Women and Two-Spirit+ people in teaching all levels of educational studies.

On the milestone of increasing representation of Indigenous Women, Youth and Two-Spirit+ people in the student body in the areas of health, mental wellness, social work, and justice, PSC launched an Indigenous hiring preference initiative in October 2020. This hiring preference for indigenous candidates has been extended until the end of 2029. Competitions are open to all candidates, but this initiative gives preference to Indigenous applicants. The hiring preference program is an initiative under Breaking Trail Together, which is a plan to help increase the number of Indigenous employees within the Yukon government. The plan was developed in collaboration with Yukon First Nation governments to address government's legal obligation under the Umbrella Final Agreements (Chapter 22), moving towards the goal of a representative public service.

KDFN has actively worked on indigenous and citizen recruitment and employment which includes Indigenous Women, Youth and Two-Spirit+ people in the areas of health, mental wellness, social work, and justice. This was also a strategic priority for 2023-2024.

For practicum placement within First Nations communities provides at least one yearly practicum placement with a focus on Indigenous Women, Youth and Two-Spirit+ people in the areas of Health and Justice.

3.2.b. Align Yukon University accreditation standards with Yukon First Nations Standards.

Milestones	Lead	
Prioritize the hiring and retention, and ensure equitable compensation, of Indigenous representation in Yukon University. First Nations community-based education courses equivalent to college and/or university accreditation. (Years 1-5)	Yukon First Nations Governments	NS
Transform Yukon University accreditation standards to be inclusive and reflective of Yukon First Nations standards, including policy and legislation where appropriate. (Years 1-15)	Yukon First Nations Governments Government of Yukon	NS

Summary:

There were no reported advancements on these milestones.

3.2.c. Increase the representation of Indigenous Women, Girls and Two-Spirit+ people in sports and recreation.

Milestones	Lead	
Invite sport organizations including the Yukon Aboriginal Sport Circle and Sport Yukon to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Financial resources for equitable sponsorship for Indigenous sports. (Years 1-15)	Government of Yukon Government of Canada	O

Summary:

3.2.c.

The Yukon Advisory Committee has reported that efforts to secure signatures from the Yukon Aboriginal Sport Circle and Sport Yukon are ongoing.

On the milestone of financial resources for equitable sponsorship for Indigenous sports, Yukon Community Services has reported the Yukon Aboriginal Sport Circle (YASC) receives more than \$350,000 annually from the Yukon Government and is one of Sports and Recreation Branches' highest funded organizations. This funding is a combination of Yukon Government and Federal funding and is flowed to YASC to develop, promote and support indigenous sport, as well as indigenous participation in sport.

The 2023 North American Indigenous Games (NAIG) took place July 15-23 in Nova Scotia. Team Yukon had 130 participants, of whom 70 were Indigenous females. Team Yukon is led by the YASC and is supported by Yukon Government through funding and human resources. The Yukon Government provided \$585,000 to support NAIG which was an increase in funding of \$285,000 from 2017 NAIG. In July 2023, the three territorial Ministers responsible for sport met with the Federal Minister of Sport to discuss their common interest of identifying meaningful ways to support increased Indigenous sport participation and funding support for future North American Indigenous Games team travel.

In 2023/24 more than \$60,000 in funding was flowed from Community Services to Yukon Sport Governing Bodies (YSGB) for projects which would support increases in indigenous and rural participation in sport. Through the annual funding process, Community Services also tracks statistical data on indigenous participation in sport. In 2023/24, data showing that 354 female indigenous Youth and 202 female indigenous adults participated in programming put on by YSGB. This is an increase of 40 female indigenous participants from the previous year.

In September 2020 an official Memorandum of Understanding was signed by YASC and the Yukon Governments Sport and Recreation Branch committing to work collaboratively on advancing indigenous sport and indigenous participation in sport across the territory. Through collaboration with Canadian Women and Sport and engagement with Sport Governing Bodies and multi-sport organizations, the Community Services Sport and Recreation Branch is currently developing a Gender Equity Action plan for Women and Girls in sport.

The Yukon Government held its annual Sport Award celebration in February 2024 to recognize outstanding Yukon athletes, including athletes receiving a gold medal at NAIG. At the ceremony, the YASC recognized two Indigenous coaches for their commitment to the advancement of indigenous participation within the Yukon sport system.

3.2.d. Increase the representation of Indigenous Women, Youth and Two-Spirit+ people in trades.

Milestones	Lead	
Programs, supports and work placements for Indigenous Women, Youth and Two-Spirit+ people seeking to enter into trades. (Years 1-15)	Yukon First Nations Governments	IP
Education funding and incentives inclusive of bursaries and forgivable student loans for surviving family members. (Years 1-15)	Government of Yukon Government of Canada	NS
Policy development to ensure the safety of Indigenous Women, Youth and Two-Spirit+ people in trades. (Years 1-15)	All Governments	NS

Summary:

For the milestone of Programs, supports and work placements for Indigenous Women, Youth and Two-Spirit+ people seeking to enter trades, the Yukon Education formed a Territorial Trades and Technology Committee to identify and address gaps in the support system for apprentices and to elevate the profile and awareness of the trades. There is an opportunity to specifically address the areas of programs, supports and work placements for Indigenous Women, Youth and Two-Spirit+ people seeking to enter trades. This group is a partnership between Yukon First Nation Education Directorate, Yukon Skills Canada, Yukon Women in Trades and Technology, Yukon University, and the Apprenticeship Unit at the Department of Education.

WGED provided \$82,340 for operational funding and violence prevention to Yukon Women in Trades and Technology in 2023-24 and has allocated \$123,000 in 2024-25.

3.3 Employment Livelihoods and Entrepreneurial Development

Increase and improve opportunities for Indigenous Women, Youth and Two-Spirit+ people to create sustainable and self-determined livelihoods and economic independence.

3.3.a. Develop a pathway for Indigenous Women, Youth and Two-Spirit+ people to gain economic independence and build sustainable lives.

Milestones	Lead	
Invite Yukonstruct to become a signatory to the Strategy. (Year 1)	Yukon Advisory Committee	C
Economic development model to assist Indigenous Women, Youth and Two-Spirit+ people who are experiencing economic barriers and poverty, to enter the workforce and economy; and establish their own businesses. (Years 1-15)	Indigenous Women's Organizations Yukon First Nations Governments Government of Yukon	IP
Provide federal monies to support the economic development model for Indigenous Women, Youth and Two-Spirit+ people. (Years 1-15)	Government of Canada	NS
Yukonstruct satellite offices in rural Yukon. (Years 10-15)	Government of Yukon	NS

Summary:

Yukonstruct became a signatory during the Decora Event, May 2024.

In terms of the milestone of an economic development model to assist Indigenous Women, Youth and Two-Spirit+ people who are experiencing economic barriers and poverty to enter the workforce and economy; and establish their own businesses, Yukon Tourism and Culture launched the Indigenous Artists and Cultural Carriers Micro-grant in partnership with the Canada Council for the Arts. This funding supports Indigenous

- 3.3.a. emerging and established artists with up to \$5,000 to create new work and to undertake other activities such as mentorships, workshops, travel and touring, business plans, etc.

Canadian Northern Economic Development Agency contributed 200,000 towards the Indigenous Women Entrepreneur (IWE) program, a micro-loan initiative operated by dänä Näye Ventures, that has resulted in additional capital support for 12 Indigenous business Women to kick-start or grow their businesses across the Yukon. This funding, delivered by CanNor, and part of the Government of Canada's \$6 billion Women Entrepreneurship Strategy (WES), served as additional financing for dänä Näye Ventures to accommodate a growing subscription base to its Indigenous Women Entrepreneur program, allowing for more applicants to be accepted into the program.

The Economic Development Fund also provided funding to Northern Tutchone/Tlingit designer Kaylyn Baker Designs to advance their business at the Ancestral Bloodlines' PayPal Fashion Week 2024.

Tourism and Culture, through the partnership with Canada Council, the Tourism and Culture Arts Section created an Indigenous Outreach Liaison position. This individual (female-identifying) is in Dawson City and assists and supports Indigenous artists with funding applications and project planning. They facilitate contact Yukon and Canadian Council for Arts funders and Indigenous artists seeking information and financial assistance. This position helps Indigenous artists build capacity to create, perform and export. This program and position support Tourism and Cultures' Creative and Cultural Industries.

Strategy (CCSI) action path #3 - Strengthening economic independence and education, increasing opportunities for rural, First Nations Women to create opportunities to create income from the creative and cultural industries, while remaining in their communities.

YAWC began to the process of using stakeholder feedback from engagements to navigate the areas of development and expansion for its programs and explore new opportunities that best support the needs of Yukon's Indigenous Women, Girls, gender-diverse people and support the families of MMIWG2S+. WAWC had a project funded by Prevention of Violence Against Aboriginal Women in 23/24 to support Indigenous Women Entrepreneurs by removing barriers to selling their cultural artistic and traditional food products. The project was so successful it has been continued for the 2024/25 fiscal year.

- 3.3.a. In terms of Yukonstruct satellite offices in rural Yukon, Yukonstruct was provided with funding for 2024/25 - 2026-27 from Economic Development to provide community support and pathfinding services to the communities outside of Whitehorse. This service offering was a new addition to the transfer payment agreement (TPA) this year. These community visits, enabled by our TPA, are helping Yukonstruct develop a presence throughout rural Yukon.

3.4 Resource Extraction and Major Infrastructure Projects (Priority Action Item #6)

Eliminate violence related to development projects in both workplaces and communities. Increase the workforce capacity, mitigate negative impacts, and improve the positive benefits for Indigenous Women, Girls and Two-Spirit+ people and Yukon communities.

3.4.a. Indigenous Women, Youth and Two-Spirit+ people participation in the resource extraction industry.

Milestones	Lead	
Invite the Yukon Chamber of Commerce, Yukon First Nation Chamber of Commerce and Yukon Women in Mining to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	C

Summary:

The Yukon Chamber of Mines and Yukon Women in Mining became signatories during Roundup 2024.

3.4.b. Indigenous Women, Youth and Two-Spirit+ people participation in policy and legislative development.

Milestones	Lead	
Designated industry skill development programs for Indigenous Women, Youth and Two-Spirit+ people. (Years 1-5)	Indigenous Women's Organizations All Governments	IP
Research project to identify and address barriers that affect the employment of Indigenous Women, Youth and Two-Spirit+ people within the resource extraction industry. (Years 1-5)	Indigenous Women's Organizations All Governments	IP
Yukon-wide policy to increase public safety and eradicate violence and racism in the resource extraction industry and major infrastructure projects. (Years 1-5)	Indigenous Women's Organizations All Governments	O
Legislative framework to increase public safety and eradicate violence and racism in the resource extraction industry and major infrastructure projects. (Years 1-5)	Indigenous Women's Organizations All Governments	IP

Summary:

For designated industry skill development programs for Indigenous Women, Youth and Two-Spirit+ people, Liard First Nation Government (LFN) Lands & Resources continues to provide training opportunities for all citizens through both the Mount Nansen Remediation project and the Mount Nansen bypass funding agreement.

KFN is currently developing its Indigenous Skills and Employment Training (ISET) Program. YAWC designed industry skill development programs. The ISETS program provides support for skill development and is currently funded nationally.

CYFN and the Nicola Valley Institute of Technology (NVIT) are offering a two-year Indigenous Human Services (IHS) Diploma program. This program is grounded in cultural knowledge and practices. The program will increase

Yukon First Nation capacity by equipping students with the skills and knowledge needed for careers that provide essential services to Yukon First Nations.

Economic Development's Labour Market Development Branch is the principal funder of Yukon Women in Trades and Technology (YWITT). YWITT encourages Girls and young Women to consider and pursue careers in the skilled trades.

On the research project to identify and address barriers that affect the employment of Indigenous Women, Youth and Two-Spirit+ people within the resource extraction industry, Energy Mines and Resources (EMR) have reported that Dawson Recommended Plan includes a research recommendation that the Parties (including YG) should take steps to increase understanding on the relationship between resource and development projects and violence against Indigenous Women and Girls in the Dawson Planning Region.

PSC's Diversity and Inclusion Branch (DIB) launched a large engagement project in 2023 to gain a better understanding of the barriers that Indigenous applicants and employees experience throughout the recruitment process at Yukon government. Indigenous employees were asked about their experience working with YG as well. The project was called "Identifying barriers to Indigenous recruitment and retention." This work was a commitment identified in Breaking Trail Together Plan. The "what we heard" document will be made public in early fall 2024. PSC also formed a new Employee Resource Group called YG Pride that provides a safe and welcoming space for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual + (2SLGBTQIA+) employees and allies to come together, share their experiences, and support one another.

WGED has supported Major Projects Yukon in assessing potential socioeconomic impacts of projects during the Yukon Environmental and Socio-economic Assessment Board (YESAB) process.

On the Yukon-wide policy to increase public safety and eradicate violence and racism in the resource extraction industry and major infrastructure projects, Energy Mines and Resources reported that the Dawson Regional Land Use Plan Recommended Plan includes a policy recommendation made by the Government of Yukon that Proponents of resource extraction projects should partner with the signatories of the Yukon Strategy on MMIWG2S+ to implement the actions identified in the strategy. This may be undertaken as a part of the implementation of the Plan once it is finalised (currently EMR is anticipating that a response will be provided to the Planning Commission in Fall 2024).

- 3.4.b. Yukon Environmental and Socio-economic Assessment Board is undertaking an evaluation of the effects of industrial activities on the personal safety of Indigenous and non-Indigenous Women and Girls and 2SLGBTQIA+ persons in the Yukon. The recommended plan states that the parties should consider the work that is currently being done by YESAB on this subject to satisfy this recommendation.

In terms of a Legislative framework to increase public safety and eradicate violence and racism in the resource extraction industry and major infrastructure projects, Yukon EMR has reported that the development of new minerals legislation has been undertaken collaboratively with the CYFN, Yukon First Nation governments, and transboundary Indigenous governments through the New Minerals Legislation Steering Committee since 2021. As a part of this work, the steering committee undertook work to explore socio-economic issues to consider in new minerals legislation. The steering committee agreed it is unlikely that new minerals legislation is the appropriate tool to address barriers that affect the employment of Indigenous Women, Youth and Two-Spirit+ people within the resource extraction industry.

The Workers Safety and Compensation Board (WSCB) under its new act and regulations, has included Violence and Harassment in the workplace. This is to ensure that all workplaces promote a violence-free workplace. In the event that violence or harassment happens in the workplace WSCB ensure that there are policies and procedures in place to deal with incidents.

3.5 Workplace Physical, Psychological and Cultural Safety

Improve the physical, psychological, cultural and spiritual safety of all Yukon workplaces for Indigenous Women, Youth and Two-Spirit+ people.

3.5.a. Keep Indigenous Women, Youth and Two-Spirit+ people safe in the workforce of their choice.

Milestones	Lead	
Identify workplace safety hazards in both the public and private workforce and requirements for safe work environments. (Years 1-5)	All Governments	IP
Establish policies that comply with the Yukon's Workers' Safety and Compensation Act and provide a user-friendly, culturally informed internal complaints process within all governments that is dedicated to Indigenous Women, Youth and Two-Spirit+ people. (Years 5-15)	All Governments	IP
Provide an information campaign to highlight the workplace safety policies and available complaint processes for employees. (Years 5-15)	All Governments	IP
Advance Yukon legislation and its application and establish regulations to address and support the physical, psychological, cultural and spiritual safety of Indigenous Women, Youth and Two-Spirit+ people in the workplace, to be applied to all governments and employers and to inform contract terms with private companies. (Years 5-15)	Government of Yukon	IP
Develop an information campaign that promotes public awareness of the new legislation and that addresses the importance of creating safe conditions for Indigenous Women, Youth and Two-Spirit+ people in the workplace. (Years 5-15)	Indigenous Women's Organizations Government of Yukon	C

3.4.a. Summary:

For identifying workplace safety hazards in both the public and private workforce and requirements for safe work environments, PSC reported that Health Safety & Wellness (HSW) created a “Violence and Harassment Hazard assessment tool” for all Yukon government departments to use. PSC is also providing support to departments in conducting the assessments.

In the establishment of policies that comply with the Yukon’s *Workers’ Safety and Compensation Act* and provide a user-friendly, culturally informed internal complaints process within all governments that is dedicated to Indigenous Women, Youth and Two-Spirit+ people, PSC’s Health Safety & Wellness (HSW) updated the “Corporate Health and Safety Policy” (GAM 3.48) to include psychological safety (which includes cultural safety). The Respectful Workplace Policy (GAM 3.47) was also updated to provide an avenue for employees to report serious interpersonal misconduct to the new government Investigations Office.

KDFN has a robust workplace harassment policy that addresses lateral violence, discrimination and provides avenues for mitigation and remediation. KFN Government have reported starting Health & Safety Committee.

Workers’ Safety and Compensation Board (WSCB) is committed to providing a safe work environment where all workers are treated with dignity and respect. The organization follows procedures intended to address and respond to incidents of workplace harassment and violence of any kind, and to provide steps for staff to raise concerns or report incidents.

On the milestone of providing an information campaign to highlight the workplace safety policies and available complaint processes for employees, the Workers Safety and Compensation Board has reported that violence and harassment are prohibited at WSCB. Every employee is entitled to a workplace free of violence and harassment. All staff must understand and comply with the WSCB commitment to safety and the supporting procedures. Supervisors are responsible for ensuring that the procedures are followed by staff. WSCB staff are encouraged to report all incidents of violence and harassment to their supervisor and have a right to report incidents of violence or harassment, without reprisal or retaliation. If the complaint is against the supervisor, staff have the right to report to someone they trust, including but not limited to, a different leader within the organization, Respectful Workplace Office, human resources, or their union representative. The privacy of anyone involved in a complaint or incident of violence and harassment will be protected as much as possible. The organization will not disclose personal information relating to complainants, respondents, witnesses or the circumstances of complaint

unless required by law. This violence and harassment prevention policy does not limit an employee's rights under any other laws, including human rights or criminal laws.

In order to advance Yukon legislation and its application, and establish regulations to address and support the physical, psychological, cultural and spiritual safety of Indigenous Women, Youth and Two-Spirit+ people in the workplace, and to be applied to all governments and employers and to inform contract terms with private companies within the Yukon. A workplace must put measures in place to help prevent injuries that may occur as a result of violence or harassment. All current requirements for compliance under existing Regulations remain in effect. Employers, supervisors and workers are responsible for the health and safety of workplaces, this includes preventing workplace violence and harassment.

In the milestone to develop an information campaign that promotes public awareness of the new legislation and that addresses the importance of creating safe conditions for Indigenous Women, Youth and Two-Spirit+ people in the workplace, the PSC's Health, Safety & Wellness (HSW) completed this information campaign when the Violence and Harassment regulations were updated by WCB in 2021.

3.6 Safe Housing and Freedom from Poverty (Priority Action Item #7)

Appropriately and safely meet the needs of Indigenous Women, Girls and Two-Spirit+ people, which includes the provision of gender-specific options for safe and affordable housing, food, clothing and other essentials.

3.6.a. Dedicated emergency and permanent housing options for Indigenous Women, Youth and Two-Spirit+ people.

Milestones	Lead	
Invite the Canadian Mortgage and Housing Corporation, Skookum Jim Friendship Centre and Connective to be signatories to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Evaluate existing housing programs, supports and services in all communities. (Years 1-5)	Indigenous Women's Organizations Government of Yukon Government of Canada	IP
Housing strategy, informed by Indigenous Women, Girls and Two-Spirit+ people to provide emergency and affordable housing options for families directly affected by domestic violence. (Years 5-10)	Indigenous Women's Organizations Government of Yukon Government of Canada	IP

Summary:

The Yukon Advisory Committee has reported that efforts to secure signatures from the Canadian Mortgage and Housing Corporation, Skookum Jim Friendship Centre and Connective are ongoing.

For evaluating existing housing programs, supports and services in all communities, Yukon Housing Corporation has work underway to understand the housing needs of communities, through qualitative and quantitative data assessment.

YAWC has provided more emergency shelter for Indigenous Women in crisis through a partnership with the Yukon Inn. It has created the inter-agency road map and associated brochures that summarizes available housing services, amongst others, in Whitehorse, Dawson City, and Watson Lake. YAWC continues to pursue feasibility and options for long-term emergency housing that it could provide.

WAWC was invited by Yukon Housing to take part in some discussions around the top-up of funds for Women resisting violence, however the timelines provided to participate did not allow for enough time to meaningfully participate.

WGED has supported Health and Social Services in connection and collaboration with Indigenous Women's organizations during the recent coroner's inquest into the deaths of four Indigenous Women and implementation of recommendations.

On the milestone of a housing strategy, informed by Indigenous Women, Girls and Two-Spirit+ people to provide emergency and affordable housing options for families directly affected by domestic violence, the Yukon Housing Corporation launched a rent supplement program stream under the Canada-Yukon Housing Benefit specific to survivors of gender-based violence in June 2024.

In 2023-24 and 2024-25, WGED has allocated \$76,500 to the Yukon Anti-poverty Coalition for program support at 60 Selkirk - Whitehorse Affordable Family Housing. WGED chairs the Oversight Committee for this program.

In 2023-24, housing programs funded by Indigenous Services Canada (ISC) and delivered by Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)'s Yukon Regional Office provided \$15.6M to Yukon's three Indian Act bands. This funding resulted in the construction of 21 new housing units as well and several renovations in communities experiencing significant homelessness and housing crises. Yukon's Self-Governing First Nations access housing funds directly from Canada through their Self-Government Agreements.

In 23/24, Yukon's 11 Self-Governing First Nations received \$27.7M through their respective Fiscal Transfer Agreements from CIRNAC to advance their self-determined housing projects. This funding only represent what Canada provided, not what the Self-Governing Yukon First Nations spent as they may have spent more or reallocated funds to other urgent priorities.

Eldria Christiansen

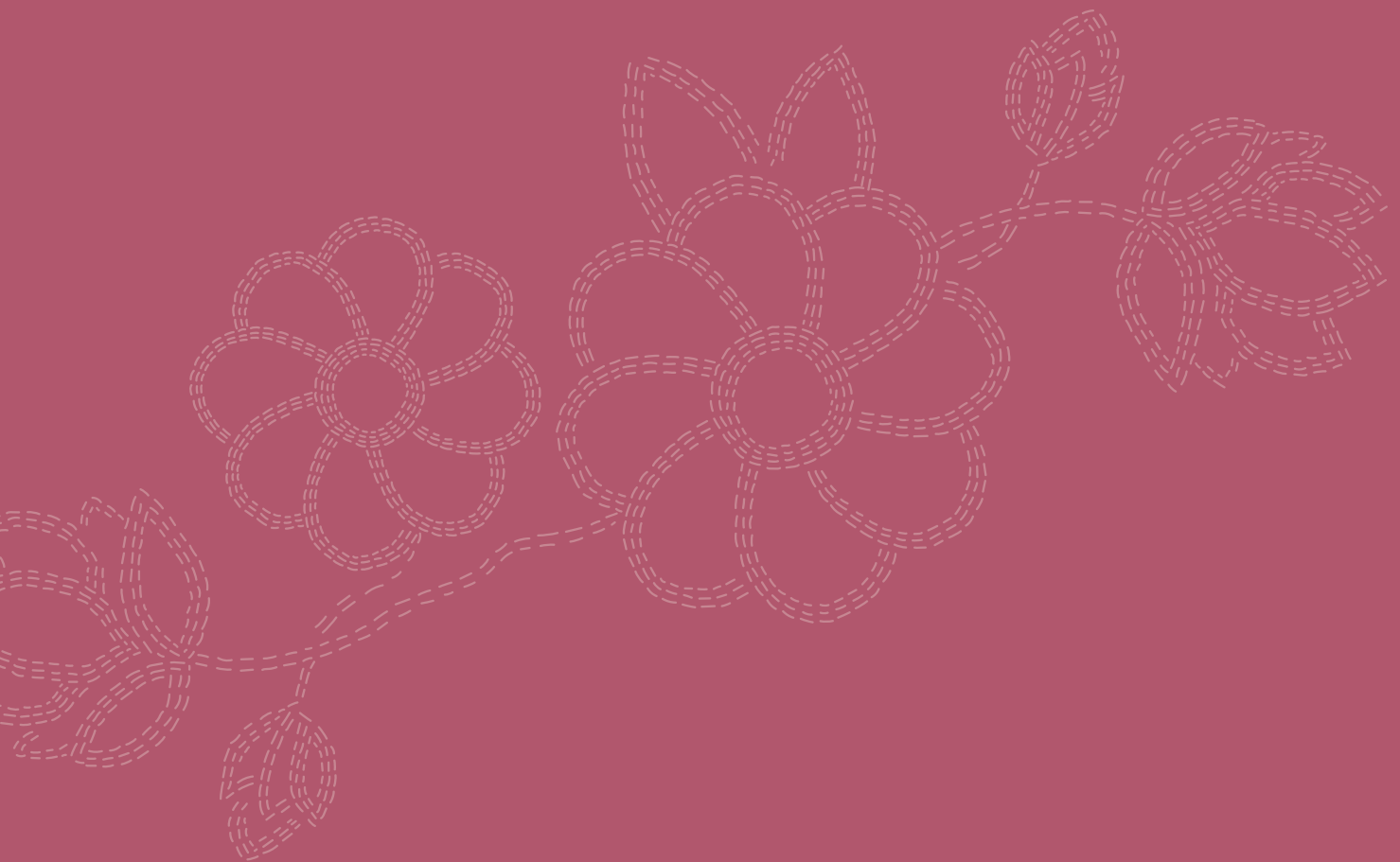
Moss Bag for a Baby

2024

Glass beads, home tan moose hide, velvet cloth, felt lining



I overheard my mom talking one day with an Elder about these bags, I must have been pretty young, but I was listening. They were saying that when babies were kept in bags, they were warm and easy to care for. My niece told me that she heard her mom talking about them too and they were always told to collect moss; that is what it was for. I saw a picture of a bag like this in a book on northern Athabaskan art by Kate Duncan and thought I'd like to try and make one. The beadwork designs I've use dare intertwined — some from my grandmother, Annie Enoch, and some from my mom, Sarah Tom Tom, and some of my own.”



Path 4: Community Action and Accountability



Eldria Christiansen
Moss Bag for a Baby
2024

4.1 Public Information, Training and Education

Provide culturally relevant public education about MMIWG2S+ issues and related priority topics, including violence prevention and healthy masculinities that contribute to the elimination of racism, oppression and violence.

4.1.a. In partnership with local champions and Indigenous Women’s organizations, develop public education and violence prevention awareness campaigns and strategies to address MMIWG2S+ issues and priorities.

Milestones	Lead	
Develop a Yukon-wide declaration on ending violence against Indigenous Women, Girls and Two-Spirit+ people. (Year 1)	Yukon Advisory Committee	O
Develop a MMIWG2S+ website to advance public awareness campaigns and exchange ideas on how to build healthy and safe communities as Yukoners. (Years 1-5)	Indigenous Women’s Organizations	IP
Foster conversations and host public awareness forums to address violence against Indigenous Women, Girls and Two-Spirit+ people, and identify ways to partner on creating conditions for safe and healthy individuals, relationships, families and communities. (Years 5-15)	Indigenous Women’s Organizations All Governments	IP

Summary:

4.1.a.

To date, the Yukon Advisory Committee has 79 Partners and Contributors who have signed the Yukon-Wide Declaration to end violence against Women, Girls and 2S+ people.

On the milestone to develop a MMIWG2S+ website to advance public awareness campaigns and exchange ideas on how to build healthy and safe communities as Yukoners, YWAC has a MMIWG2S+ website under construction.

WAWC has a Virtual Resource Centre that could possibly provide a mechanism, and one stop shop to host this information.

LAWS has begun work on the conceptualization of a website that will advance public awareness of MMIWG2S+, in conjunction with 2.7a (software development) and the update of the official 'record', as both will inform public education on these issue.

In terms of fostering conversations and host public awareness forums to address violence against Indigenous Women, Girls and Two-Spirit+ people and identify ways to partner on creating conditions for safe and healthy individuals, relationships, families and communities, WAWC has hosted and coordinated Red Dress Day in Whitehorse for the past three years, which has seen hundreds of Yukoners participate in learning, discussions and acts of remembrance each year.

C/TFN's Health and Wellness Department hosts an annual Red Dress Walk and Awareness Event.

WGED in its role as secretariat support, has worked with the Yukon Advisory Committee on MMIWG2S+ to plan and hold Accountability Forums in 2022, 2023, and currently planning for October 2024.

4.2 Intercultural Competence Training and Education

Provide education and training to all relevant public servants, judiciary, and service providers in First Nations, municipal, territorial, and federal governments that are designed and delivered by Indigenous people where possible, with the goal of improving cultural safety.

4.2.a. Promote and support Indigenous Women, Youth and Two-Spirit+ people-led training and educational forums to inform the cultural understanding and competence of the public and private sectors.

Milestones	Lead	
<p>In partnership with Yukon First Nations, governments and the private industry, design a cultural competence training model that includes information on pre-contact and contemporary Yukon First Nations to promote the cultural awareness, sensitivity and competence within the judiciary, government public service and the private sector. (Years 1-5)</p>	<p>Indigenous Women's Organizations</p>	<p>IP</p>
<p>Include Yukon First Nations cultural competence training model as part of ongoing employee cultural orientation. (Years 5-15)</p>	<p>All Governments</p>	<p>IP</p>

Summary:

In the milestone of working in partnership to design a cultural competency training model that includes information on pre-contact and contemporary Yukon First Nations to promote the cultural awareness, sensitivity and competence within the judiciary, government public service and the private sector, WAWC applied for funding to do this work as it already has the foundation of this type of training however this project was not selected to be funded.

In terms of the milestone of including Yukon First Nations cultural competence training model as part of ongoing employee cultural orientation, PSC's Organizational Development Branch (ODB) has offered numerous trainings on cultural safety and anti-racism to all Yukon Government employees in 2023. These courses include YFN 101: History of Yukon First Nations and Self-government; Residential School Awareness; Introduction to Cultural Safety; Trauma-Informed Care – Building a Culture of Strength; Bias: we all have it, now what? The Science and Impact of Unconscious Bias; Anti-Racism in the Workplace; Conversations on Diversity and 2SLGBTQIA+ Awareness workshops. ODB also offered the Intercultural Development Inventory (IDI) assessment and training related to bias and discrimination to Yukon Government employees.

All Registered Nurses licensed to practice in the Yukon are required to complete First Nations 101 training. KDFN has mandatory cultural competence training as part of the onboarding orientation and provides this training to collaborative partners who work with the service delivery departments. KFN is working on a specific YFN 101 for KFN.

Yukon Department of Economic Development encourages Media Development staff to take the Pledge-Activate-Cultivate-Thrive (P.A.C.T.) training from the Shine Network Institute. P.A.C.T. is an online cultural awareness, cultural humility and competency certificate course designed for non-Indigenous industry colleagues and stakeholders working in the Canadian screen sector. The Regional Economic Development Branch within Economic Development supports all staff to complete the Yukon First Nations 101 training. Labour Market Development staff have taken Yukon First Nations 101 training and participated in the blanket exercise.

WSCB has included First Nation 101 and the Blanket exercise into its training plan. WSCB provide space for employees to take this training when it is available. Staff have been provided presentations on the National Centre for Truth and Reconciliation (NCTR) as the permanent, safe home for all statements, documents, and other materials gathered by the Truth and Reconciliation Commission of Canada (TRC). In this presentation, participants learn a broad overview of the history and experience of the residential school system, then turn to the ongoing colonial systems that continue to impact Indigenous communities. This included the topics of intergenerational trauma, the Sixties Scoop and Child Welfare System, MMIWG2S+, and finished with a look at how resilience and healing can begin.

4.3 Media Roles and Responsibilities

Improve accurate and respectful reporting of general and race-based violence, and eliminate the inaccurate portrayal of Indigenous Women, Girls and Two-Spirit+ people in all forms of media. Work to ensure that the media can access relevant facts from the RCMP and other sources.

4.3.a. Addressing instances of misogynistic and prejudicial targeting of Indigenous Women, Youth and Two-Spirit+ people in media.

Milestones	Lead	
Invite all Yukon media, the Screen Production Yukon Association, the Canadian Radio-television and Telecommunications Committee, Canadian Broadcasting Corporation, and the Aboriginal Peoples Television Network to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Media training on respectful representation of Indigenous peoples and reporting on missing and murdered Indigenous people. (Year 1)	Indigenous Women's Organizations	NS
Produce a series on MMIWG2S+ including the experiences and stories of families, survivors and communities. (Years 1-5)	Indigenous Women's Organizations	IP
Host a media roundtable to inform and establish an editorial board on MMIWG2S+ to address misogynistic portrayal and treatment of Indigenous Women, Girls and Two-Spirit+ people that may occur in Yukon media outlets and promote policies to eradicate violence against Indigenous Women, Girls and Two-Spirit+ people. (Years 1-3)	Indigenous Women's Organizations Yukon First Nation Governments	NS
Develop an educational campaign to eradicate violence against Indigenous Women, Girls and Two-Spirit+ people and address current issues. (Years 1-15)	Indigenous Women's Organizations Yukon First Nation Governments	IP

4.3.a. Summary:

The efforts to secure signatures from all Yukon media, the Screen Production Yukon association, CBC and APTN is on-going.

YAWC is working with Brian Ledoux to produce a series on MMIWG2S+, including the experiences and stories of families, survivors and communities. As stated previously, its Virtual Resource Centre could be utilized for this as it has the ability to host pod casts and other media on the platform.

On the milestone of developing an educational campaign to eradicate violence against Indigenous Women, Girls and Two-Spirit+ people and address current issues, YAWC has received funding through the Family Violence Prevention Program from Indigenous Services Canada to pilot a Women’s Advocate role at YAWC. During the pilot project the Advocate will coordinate an awareness campaign on a topic related to family- or gender-based violence, based on the needs of the community. Hiring is currently in progress.

4.3.b. Increase the representation of Indigenous Women, Girls and Two-Spirit+ people in media.

Milestones	Lead	
Promote and support the hiring of Indigenous Women, Youth, and Two-Spirit+ people in government communications. (Years 1-15)	Government of Yukon	O
In partnership with media agencies, develop a strategy to promote, support and employ Indigenous Women, Youth, and Two-Spirit+ people in all levels and forms of media. (Years 1-15)	All Governments	IP
Provide scholarships and bursaries to support Indigenous Women, Youth, and Two-Spirit+ people to advance education and careers in media. (Years 1-15)	Government of Yukon Yukon First Nations Governments	NS

4.3.b. Summary:

For the milestone of promoting and supporting the hiring of Indigenous Women, Youth, and Two-Spirit+ people in government communications, PSC's Diversity & Inclusion Branch (DIB) has launched an Indigenous hiring preference initiative October 1, 2020, that has been extended until the end of 2029. The hiring preference helps increase the number of Indigenous employees in Yukon government, which includes communications jobs. Part of the launch of the hiring preference was also to track Indigenous representation better. There is the ability to report on Indigenous representation by job, which includes a "policy and planning" category that is the closest relation to a YG communications analyst role. Also, Diversity & Inclusion Branch (DIB) at PSC formed a new Employee Resource Group called YG Pride that provides a safe and welcoming space for 2SLGBTQIA+ employees and allies, which anyone in a YG communications role would be invited into, if interested.

Yukon Economic Development actively participates in the implementation of Breaking Trail Together and is supportive of secondment opportunities with First Nations governments as part of its commitment to fostering Indigenous representation in the workplace and capacity building.

In terms of partnership with media agencies, developing a strategy to promote, supporting and employing Indigenous Women, Youth, and Two-Spirit+ people in all levels and forms of media, KDFN actively promotes and supports and has engaged in successful recruitment of Indigenous Women, Youth, and Two-Spirit+ people in all levels and forms of media. This has been a priority for 2023-24 reporting period.

Media Development supports Yukon Non-Profits Screen Production Yukon Association and Yukon Film Society with the Media Training Fund, this support contributes to training and workshops that contribute to this goal, specifically, Screen Production Screen Production Yukon Association's partnership with Yukon First Nations Culture and Tourism on the Walk with Us training sessions and their Producer Bootcamp training, and YFS's Industry Forum and Producer Accelerator at Available Light Film Festival (ALFF).

In the Milestone of providing scholarships and bursaries to support Indigenous Women, Girls, and Two-Spirit+ people to advance education and careers in media, Economic Development's Media Training Fund support Yukon Residents to pursue professional development and training opportunities to advance their careers in the screen sector. Post Secondary education in an eligible field would apply.

4.4 Yukon Environments and Socio-economic Assessment Act

Implement culturally relevant gender-balanced analysis in the YESAA processes.

4.4.a. Incorporate First Nations traditional knowledge into YESAA evidence and evaluation process.

Milestones	Lead	
Invite the Yukon Environmental and Socio-economic Assessment Board to become a signatory to the Strategy. (Year 1)	Yukon Advisory Committee	NS
Support and use traditional knowledge, lived experience and cultural perspectives as evidence in the socio-economic assessment process. (Years 1-15)	Yukon First Nations Governments	IP
Develop a policy to promote and support the hiring, board representation, orientation and retention of Indigenous Women, Youth and Two-Spirit+ people. (Years 1-15)	Indigenous Women's Organizations Yukon First Nations Governments Government of Yukon	IP

Summary:

Efforts to secure the signature of Yukon Environmental and Socio-economic Assessment Board is ongoing.

In supporting and using traditional knowledge, lived experience and cultural perspectives as evidence in the socio-economic assessment process, LSCFN uses traditional knowledge and cultural perspectives on nearly all responses to Yukon Environmental and Socio-economic Assessment Board proponents. The Governance Department conducted a socio-economic survey to gather data that includes data on Women, Youth and Two-Spirit+ people.

In developing a policy to promote and support the hiring, board representation, orientation and retention of Indigenous Women, Youth and Two-Spirit+ people, PSC's Diversity & Inclusion Branch (DIB) has launched an Indigenous hiring preference initiative October 2020, that has been extended until the end of 2029.

4.5 Indigenous Women’s Organizations (Priority Action Item #8)

Informed by a co-developed funding assessment process, provide adequate, long-term funding for Indigenous Women’s organizations that supports effectiveness and enhanced collaboration.

4.5.a. Long-term operational financial support to Indigenous Women’s organizations.

Milestones	Lead	
Funding needs assessment for the current and future model to support sister satellite offices throughout the Yukon. (Years 1-5)	Indigenous Women’s Organizations Government of Yukon Government of Canada	IP
Federal-territorial cost-sharing model to provide operational funding to Indigenous Women’s organizations. (Years 1-5)	Indigenous Women’s Organizations Government of Yukon Government of Canada	IP

Summary:

For the milestone of a funding needs assessment for the current and future model to support sister satellite offices throughout the Yukon, (WGED) is currently working with Women’s organizations to conduct a program review. Results will inform long-term operational support to Indigenous Women’s organizations. WGED allocated \$347,000 for the Indigenous Women’s Equality fund, supporting the operations of the three Yukon Indigenous Women’s organizations, for 2023/24 and \$600,000 for 2024/25.

The YAWC hosted an engagement event with representatives from First Nations across the Yukon that included productive dialogues on the need for more YAWC offices and gender-based supports for Indigenous Women across the territory. LAWS has reported that discussions have started as part of the program review related to the Gender Based Violence National Action Plan but have not advanced recently.

In terms of a federal-territorial cost-sharing model to provide operational funding to Indigenous Women’s organizations, YAWC has reported regular meetings with territorial and funder representatives to outline need and capacity for ongoing operational funding and identifying solutions for collaboration between the various forms of government.

4.6 MMIWG2S+ Strategy Accountability Framework (Priority Action Item #9)

Embed an accountability framework into the Strategy to ensure continued inclusion and involvement of MMIWG2S+ families, survivors, partners, contributors, and all Yukon communities.

4.6.a. Full Implementation of Yukon’s MMIWG2S+ Strategy.

Milestones	Lead	
Independent oversight office to monitor and guide the application of the implementation of the Strategy. (Years 1-5)	Yukon Advisory Committee	IP
Annual reports to MMIWG2S+ families, partners and contributors. (Years 1-15)	Indigenous Women’s Organizations	IP
Accountability forums (Years 1-15)	Government of Yukon	O

Summary:

In terms of an independent oversight office to monitor and guide the application of the implementation of the Strategy, the Yukon Advisory Committee (YAC) is working on approving the Terms of Reference for two new bodies: an Accountability Circle and a Collaboration Circle. These two groups will support implementation and report on the progress. An oversight office will still be established.

For annual reports to MMIWG2S+ families, partners and contributors Laws has reported that work is underway to gather the materials for reporting to families at the annual accountability forum in October.

For Accountability Forums, WGED as the secretariat support, has worked with the Yukon Advisory Committee on MMIWG2S+ to plan and hold Accountability Forums in 2022, 2023, and currently planning for October 2024.

4.7 2SLGBTQIA+ Advocacy and Public Education

Assess needs and resources of organizations that engage in advocacy and education on anatomical sex, sexual orientation, sexualities, gender expression, and identities to address colonial violence against all genders and sexualities, promote understanding, and create safety, equality, and justice for 2SLGBTQIA+ Yukoners.

4.7.a. Provide safe spaces and communities for all genders.

Milestones	Lead	
Invite Queer Yukon and All Genders Yukon Society to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee All Governments	IP
Implement the LGBTQ2S+ Inclusion Action Plan. (Years 1-3)	Yukon Advisory Committee All Governments	IP
In partnership with 2SLGBTQIA+ communities, develop public education materials and campaigns to address gender-based violence and inform violence prevention. (Years 1-15)	Yukon Advisory Committee All Governments	IP

Summary:

Queer Yukon became a signatory to the Strategy during the June 2023 Technical Forum. Efforts to secure All Genders Yukon Society to become a signatory are still ongoing.

In terms of implementation of the 2SLGBTQIA+ Inclusion Action Plan, the Yukon Advisory Committee is aware and supports the current 2SLGBTQIA+ Plan. WGED coordinates the implementation of the 2SLGBTQIA+ Inclusion Action Plan. As of July 2024, progress of action items included: 17 complete, 53 underway/ongoing, 30 not started.

The Community Development Fund supported the Queer Yukon Society with \$29,741 to host an on-the land camp for Women and 2SLGBTQIA+ community members who have experienced gender-based violence.

- 4.7.a. For the milestone of working in partnership with 2SLGBTQIA+ communities, to develop public education materials and campaigns to address gender-based violence and inform violence prevention, WGED has allocated \$63,000 to support Queer Yukon Society’s violence prevention projects.

4.8 MMIWG2S+ Trust Fund (Priority Action Item #10)

Establish a trust fund for families and survivors of MMIWG2S+ to provide resources in priority areas defined by families.

4.8.a. Establish an MMIWG2S+ trust fund.

Milestones	Lead	
Invite Yukon First Nations development corporations and private sector businesses to become signatories to the Strategy. (Year 1)	Yukon Advisory Committee	O
MMIWG2S+ trust fund (Years 1-5)	Indigenous Women’s Organizations All Governments Trustees	NS
Annual reports (Years 1-15)	Indigenous Women’s Organizations All Governments Trustees	NS

Summary:

For the milestone of Inviting Yukon First Nations development corporations and private sector businesses to become signatories to the Strategy, the Yukon Advisory Committee has secured signatures of seven private Yukon businesses to the strategy in May of 2024. These businesses showed an interest in donating to the Trust, but there needs to be process of development and initiation.

The MMIWG2S+ Trust has not started; this will require funding and capacity.

Working Towards the Goals of Implementation

In addition to providing specific feedback on milestones and activities, partners and contributors were invited to share initiatives that are underway that meet the four goals of implementation. Not all contributions align with the Implementation plan, but there have been significant contributions that align with the goals identified in guiding the Implementation.

1. Implement coordinated and effective violence prevention, intervention, and crisis response across the Yukon that contribute to safer and healthier communities for Indigenous Women, Girls and Two-Spirit+ people.

The Yukon Advisory Committee (YAC) released public statements recognizing significant anniversary milestones, such as the day the National Enquiry Report was released (June 3rd), Red Dress Day (May 5th) and the National Day of Action (October 4).

The Health and Social Services Sexual Assault Response Team (SART) currently offers services in Whitehorse. The SART program currently has 12 physicians on-call for SART services at Whitehorse General Hospital. Expansion of SART services to communities outside of Whitehorse remains a priority. Policy review, community engagement, and options analysis are ongoing to determine next steps for implementation. Included in these efforts is standardization of cultural-sensitivity and trauma-informed care training for all providers working with victims of sexualized assault across Yukon.

In 2023, Yukon government signed a bilateral agreement with Canada to implement the National Action Plan to End Gender-based Violence through the WGED. Yukon's implementation plan will provide more than \$16 million from 2023-2027. WGED's role is leadership, coordination, and providing funding to Women's organizations to advance violence prevention and victim support.

WGED supports Justice and Health and Social Services in improving services for victims of sexualized violence across the Yukon through SART. WGED plays a main role in communications support as well as prioritization and planning of SART expansion.

YAWC has received funding through the Family Violence Prevention Program from Indigenous Services Canada to pilot a Women's Advocate role at YAWC. The Advocate will provide crisis response, host workshops on topics related to reducing vulnerability to family violence, and coordinate training for all YAWC staff for navigating crisis situations. Hiring is currently in progress. YAWC provided support for families and community during the coroner's inquest in Whitehorse for the four Indigenous Women that passed away at the Whitehorse Emergency Shelter. YAWC is providing ongoing Counsellors-in-Residence and Elders-in-Residence programs that directly support crisis response and violence prevention for intervention and contribution to safer communities.

The Assembly of First Nations is providing the Reconnection toolkit and a societal shift guide that aims to support all efforts and processes committed to the creation of safer and healthier communities. The implementation team is currently working with several community initiatives that are aligned with violence prevention and crisis response.

2. End violence against all Indigenous people in the Yukon, in particular Women, Girls and Two-Spirit+ people in the Yukon.

The Yukon Advisory Committee is aware of serious incidences of violence against Women, Girls and 2S+ people in the territory and offers support and leadership and response for change.

Yukon Health and Social Services has provided funding to assist three Women's transition homes in Yukon addressing capacity and to enhance existing initiatives or create new initiatives to respond to gender-based violence, including Indigenous Women, Girls and Two-Spirit+ people in the Yukon. The three Women's transition homes in the territory are in Whitehorse, Watson Lake and Dawson City.

WGED is currently in Year 2 of implementing The National Action Plan to end Gender Based Violence funding and has provided more than \$2 million to 13 organizations to support violence prevention and victim support. WGED continues to act as secretariat support for Yukon Advisory Committee. WGED staff and leadership actively participate in MMIWG2S+ Accountability Forum.

YAWC, through the Counsellor-in-Residence, Elders-in-Residence, MMIWG2S+ Outreach and Sally & Sisters lunch program, has provided services that reduce their clients' vulnerability and exposure to violence and support their ongoing healing and well-being.

The philosophy of the Assembly of First Nations guide, Reconnection Vision is premised on the development of individuals as Whole people (spiritual/mental/physical/emotional). It addresses the root cause of violence and discrimination and calls for healing first and foremost and advocates for a pedagogical approach that supports development of Whole people.

3. Increase the economic independence of Indigenous Women, Girls and Two-Spirit+ people.

Yukon Tourism and Culture funds the Yukon First Nations Culture and Tourism Association for \$160,000 towards its mandate of growing, promoting and celebrating strong and sustainable First Nations arts, culture and tourism sectors.

Women and Gender Equity Directorate coordinates Yukon government's LGBTQ2S+ Inclusion Action Plan, which includes a section on Yukon Government as a workplace. These actions seek to improve retention for 2SLGBTQIA+ employees.

The Assembly of First Nations "Reconnection Vision" calls for matriarchal governance and with that, the revitalization of reverence and respect for Women, Girls and 2SLGBTQIA+ peoples. Through this Vision, the Reconnection Vision aims to support a societal shift in values that can re-establish the vital role Women play in stewarding the land and leading in community and help to transform systems so indigenous Women, Girls and 2SLGBTQIA+ are economically independent.

Economic Development's Labour Market Development Branch provides funding to C/TFN, TTC and Trondëk Hwëch'in First Nation to support general career development.

4. Increase public awareness and engagement with the community in ending violence against Indigenous Women, Girls, and Two-Spirit+ people.

The Yukon Advisory Committee supports local communities and families of MMIWG2S+ by participating in community walks and potlatches.

WGED recognizes and participates in public events, vigils, and marches on significant days (Oct 4, May 5, etc.). The work to develop and implement the MMIWG2S+ Strategy, including notably the hosting of the Accountability Forums, has raised public awareness of violence against Indigenous Women, Girls, and Two-Spirit+ people. In March 2024, WGED advanced the first proclamation of Two-Spirit Day in the Yukon, including community engagement and awareness building. Internal to Yukon government, WGED works to build awareness, understanding, and ability to implement Gender Inclusive Diversity Analysis across the public services. This includes considering differential impacts during Cabinet submission processes.

Nacho Nyak Dun has committed to increasing public awareness about the MMIWG2S+ issue within its community. This year, the First Nation is launching a local campaign, sharing stories, statistics, and educational materials through social media and public posters. These efforts are aimed at raising awareness and prompting community dialogue.

YAWC hosted an engagement event with representatives from First Nations across the Yukon that included productive dialogues on the issue of violence against Indigenous Women, Girls, and Two-Spirit+ people, and what supports are needed to address it.

The Yukon First Nation Climate Fellowship built capacity amongst Yukon First Nation Youth, many of whom are now playing leadership roles in important community projects that aim to increase awareness and end violence in community against indigenous Women, Girls, and Two-Spirit+ people.

Additional Feedback

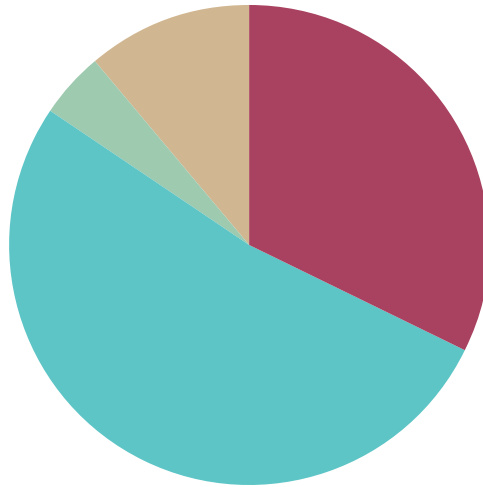
Some submissions included additional feedback that did not readily fit into any one milestone, objective or goal.

Indigenous Women's Organizations indicated that that in order to implement many of the milestones throughout the Implementation plan, there will need to be a focus on providing ongoing financial resources for Women's organizations to realize program initiatives. Lack of capacity and dedicated dollars was repeated as an impediment to achieving milestones.

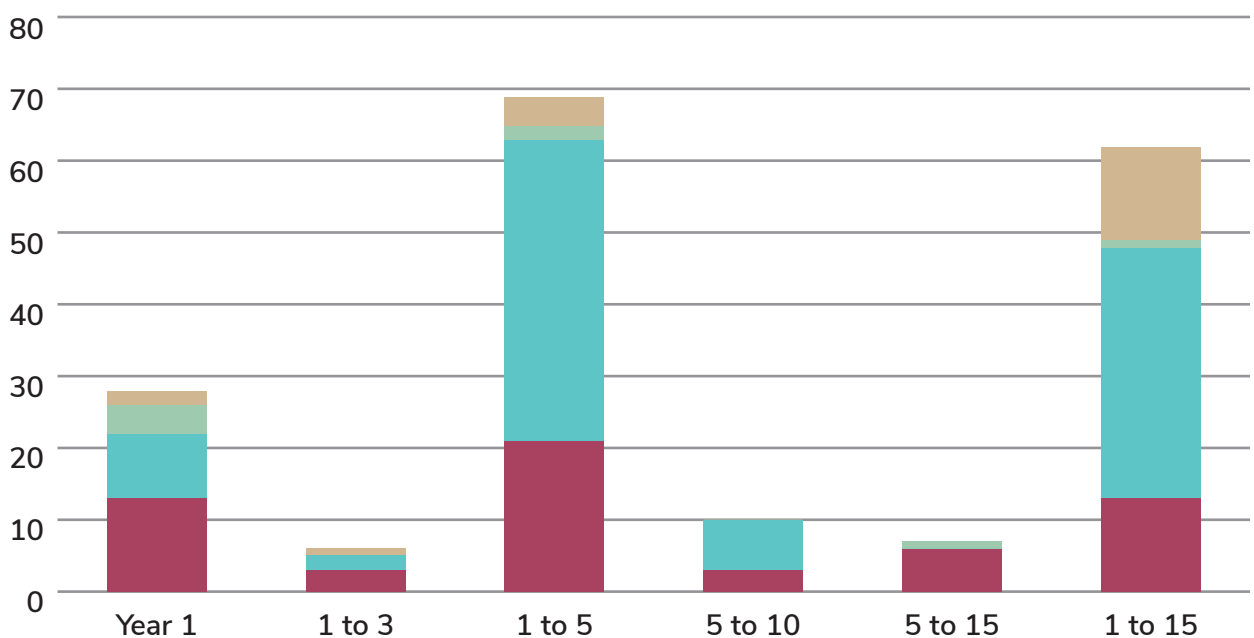
The Territorial Youth Collective submitted a comprehensive crosswalk that aligned the Yukon Territorial Youth Strategy with the MMIWG2S+ Implementation plan. Most Milestones and activities, which have been captured and will be shared with the Collaboration Circle, as well as integrated into the Implementation plan under the implementation considerations.

Summary of Submissions

Total Milestones Progress by Colour Code



Progress by Timeline



Looking Ahead:

This report is the first step in creating a comprehensive, whole of Yukon assessment of work being done across the Territory to change the story for Yukon's missing and murdered Indigenous Women, Girls and Two-spirit+ people. This first report was created by inviting contributions from organizations named as leads in the Yukon's MMIWG2S+ Implementation plan. There may be many other organizations that are working towards the milestones in this document, and we hope that future versions of this report can include even more contributors.

The report is intended to be a tool that funders, governments and organizations can use to assess where gaps exist, and which organizations or entities have been identified as the leads in filling those gaps. It can also be used to guide collaborative initiatives or identify best practices that can be enhanced or implemented in other regions of the territory.

A Collaboration Circle, co-chaired by the Yukon government and Indigenous Women's Organizations, will engage with partners and families to guide the future of this Implementation Report.

In the spirit of action item 4.6 on the MMIWG2S+ Strategy Accountability Framework from Yukon's MMIWG2S+ Strategy and Implementation plan, this report will also be shared with families and an Accountability Committee. This committee will provide a response, which is essential in understanding where there can be greater focus, where there may need to be adjustments to the Implementation plan itself, and where clarification on the milestones is required. This process is necessary to ensure that all partners remain accountable to families and to each other in the collective commitment to MMIWG2S+.

We encourage all Yukoners to read *Changing Story to Upholding Dignity and Justice: Yukon's Missing and Murdered Indigenous Women, Girls, and Two-Spirit+ People Strategy*. As well as the Implementation plan for *Changing the Story to Upholding Dignity and Justice*.

The Strategy:

<https://yukon.ca/en/changing-story-upholding-dignity-and-justice-yukons-missing-and-murdered-indigenous-women-girls-and>

Implementation Plan:

<https://yukon.ca/en/implementation-plan-changing-story-upholding-dignity-and-justice-yukons-missing-and-murdered>

List of Acronyms used throughout the Report

AFN	Assembly of First Nations
AR	Aboriginal Relations
CIRNAC	Crown Indigenous Relations and Northern Affairs Canada
CTA	Community Tripartite Agreement
C/TFN	Carcross and Tagish First Nation Government
CYFN	Council for Yukon First Nations
FNLO	First Nations Liaison Officer
FCS	Family and Children's Services
HSS	Health and Social Services
HTAC	Yukon First Nation Health Transformation Advisory Committee
KDFN	Kwanlin Dün First Nation Government
KFN	Kluane First Nation Government
LSCFN	Little Salmon Carmacks First Nation Government
LAWS	Liard Aboriginal Women's Society
MWSU	Mental Wellness and Substance Use Services
NAIG	North American Indigenous Games
PSC	Public Service Commission
SCAN	Safer Neighborhoods and Communities
SART	Sexual Assault response team
TH	Tr'ondëk Hwëch'in Government
TKC	The Ta'an Kwäch'än Council Government
VGFN	Vuntut Gwitchin First Nation Government
WGED	Women and Gender Equity Directorate
WCC	Whitehorse Correctional Centre
WAWC	Whitehorse Aboriginal Womens Circle
YAC	Yukon Advisory Committee on Missing and Murdered Indigenous Women, Girls and Two-Spirit+ people
YASC	Yukon Aboriginal Sports Circle
YAWC	Yukon Aboriginal Women's Council
YFN	Yukon First Nations
YITT	Yukon Women in Trades and Technology



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