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ሰራተኛ ጤላኛነት ማረጋገጫ  
አገልግሎት ስራ ስር

**Tatigiilluta Working Group on Mental Health and Wellness  
Report and Recommendations**





















Ikajuqatigittut Inuit Association. The working group, composed of Inuit from Nunavik committed to promoting mental health and wellness met for the first time in March 2020 just before the Covid pandemic restrictions were announced in Nunavik.

Members included Charlie Okpik from Quaqtaq, Anna Samisack from Inukjuak, Mary A. Pilurtuut from Kangiqsujaq, Christina Savard Saviadjuk of Salluit, Beatrice Deer from Quaqtaq, living in Montreal, George Kauki from Kuujuaq and Annie Popert from Kuujuaq.

These members represent three different generations, as well as the three geographic regions of Nunavik and are committed to wellness for themselves and their communities. All agreed to model acceptance and non-judgement, coming from a place of compassion, honesty, and transparency. A community empowerment approach was adopted, to support rather than “do for”, following where the communities involved chose to go.

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We began with a formal mandate and planned our work with the three communities. We prepared presentations, information, and workshops that we felt were needed. Working with community partners, we invited anyone in the community to join us to discuss this difficult topic, mental health. Those who joined us demonstrated great courage in their willingness to engage in discussions about a topic that is often seen as a personal problem or weakness.

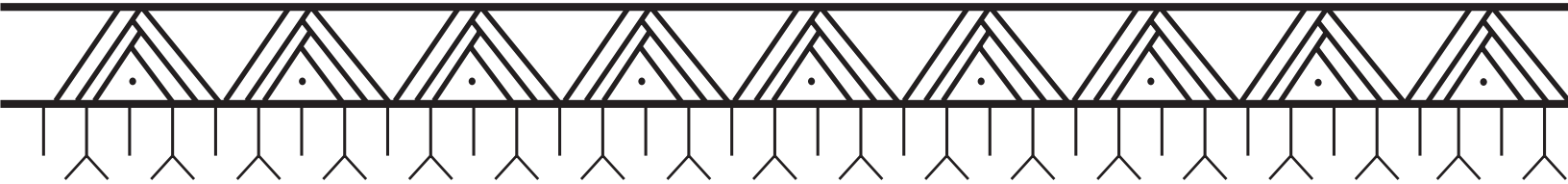
It became apparent very soon that we needed to be flexible and willing to hear the people who chose to work with us. On many occasions, group members spoke of their personal struggles and deep pain, reminding us that this pain must be attended to in order to proceed. This pain, and the efforts to cope with it were directly linked to the social issues we were trying to address.

Starting where the community is requires a lot of "listening". It is our hope that this report reflects to all those who came out to speak with us that we heard them.

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## Death and Disabilities

"Unintentional injuries are the leading cause of death among Canadians aged 1 to 44. Inuit communities living in Canada are particularly affected by this phenomenon and experience injury-related death rates and disabilities more than four times those of Canada as a whole." (Summary -Unintentional Injuries p.1) Beaulieu (2020)

## How did this come to pass?

Prior to contact, Inuit lived in small family groups in nomadic lifestyles interacting with other family groups from time to time with. After contact was made, it was limited until the establishment of trading posts which led to more contact between groups of people.

However, the period between the 1940's and 1970 saw much greater change, and more loss of life in a shorter timeframe than ever before. Multiple influenza epidemics; a serious measles epidemic, and a tuberculosis epidemic took the lives of many, at times, only one of a family survived. One out of

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young. Niviaqsiag struggles with anxiety and depression. She lost one child to suicide while in foster care, she continues to drink.

Michael spent his adolescence in group homes, started using alcohol and drugs early and got into trouble with the law. He dropped out of school and had trouble finding any kind of job. He fathered two children with different women before he was 20.

After his first incarceration for assault, he was determined not to go back to jail. He started using cannabis every day to manage his emotions and after several unsuccessful attempts to get and keep a job, he settled on living on welfare and using social media to fill his life. He has a 2-year-old child now, with his latest girlfriend, and people talk about them a lot .... They are

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## Our Process

### Training of Trainers

The mandate of the Tatigiilluta Working group on Mental Health and Wellness included a priority list of positions to be filled by Inuit in the short-term, medium-term, and long-term and ensure that training begins as quickly as possible so that positions can be filled as quickly as possible.

Early in the process, a priority identified as an urgent requirement was the need to have Inuit facilitators who could work with community members on mental health and wellbeing. Over the years, much information has been made available to Nunavimmiut. Although this information has been presented by people who are seen as experts in the field of mental health, it is important for Inuit to provide information and hold discussions with community members to support the change needed to improve the lives of Nunavimmiut.

This training allowed 16 Inuit to take a series of 4 workshops aimed at providing them with the skills to facilitate information sessions and discussions in our communities on mental health and wellness.

We included a one-week healing session at the very beginning of the training to help participants understand the importance of personal growth and healing as helping professionals.

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Participants designed a workshop with a partner(s) using the essential skills they learned in the training including the creation and use of visuals in their sessions. As well as strategies on team building and group cohesion, participants learned how to interact positively with peers during a training session and how to manage conflict resolution when a conflict arises. We can expect difficult participants in any workshop, so understanding and working effectively with group dynamics to have the optimum learning experience was also included.

Deciding to work in this area takes a lot of courage as well as a good understanding of the needs of potential workshop attendees. Learning how to create safety in the environment so that participants can be open and feel comfortable about opening up and exploring a variety of interpersonal topics was important. Learning and improving is a goal of every facilitator so participants also learned the skills required to give and receive feedback from peers in a good way.

Everyone who completed the program felt it had impacted positively on their lives. The following are statements made by participants about what they would take from the training:

Δεδομένου ότι η διαδικασία είναι πολύ σημαντική, είναι σημαντικό να έχουμε την υποστήριξη των εκπαιδευτών μας. Η εμπειρία που κερδίσαμε είναι πολύτιμη και θα την χρησιμοποιήσουμε στην πράξη. Η γνώση που αποκτήσαμε είναι πολύτιμη και θα την χρησιμοποιήσουμε στην πράξη. Η εμπειρία που κερδίσαμε είναι πολύτιμη και θα την χρησιμοποιήσουμε στην πράξη. Η γνώση που αποκτήσαμε είναι πολύτιμη και θα την χρησιμοποιήσουμε στην πράξη.

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Lucina Cain

*"I appreciate the training. I was in a lot of pain from my trauma. The healing I went through makes me feel like I can move forward even though I still have work to do. I feel much more healed than when we first started."*  
 TOT Participant, June 2022

*"Knowing that I can connect with other people and knowing I can ask for support."*  
 TOT Participant, June 2022

*"We know that you can't help and support others in healing if you are not working on your own process"* TOT Participant, Dec. 2022

“Իմ օգնությունը շատ օգնական էր: Ես շատ ցավում էի իմ տրավմայի պատճառով: Ես անցիկ անցիկ եմ անցնում, և ես իմ աշխատանքը անում եմ, և ես իմ աշխատանքը անում եմ: Ես իմ աշխատանքը անում եմ, և ես իմ աշխատանքը անում եմ: Ես իմ աշխատանքը անում եմ, և ես իմ աշխատանքը անում եմ: 2022Դ”

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Although few, there were participants both evenings as well as during the second day, and the intergenerational exercise was presented and well received at each session. A healing “circle” type activity occurred naturally after each exercise as participants were encouraged to speak of their experiences.

Activities continued up until the very last moment, and a request was made for a return visit if possible.

The Family House in Puvirnituk, an initiative of the Municipal Council is a clear demonstration of the community’s wish to offer a source of comfort and support to people who are “hurting” in the community. The team recognized this as a concrete example of community compassion and care, important to pass on to all clientele and to refer to in all their activities.

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## Trauma informed Approach

We made every effort to use a Trauma Informed Approach with every individual and group we interacted with through the project.

What this means is that we recognize that almost everyone in Nunavik has experienced trauma, and is doing the absolute best they can given the circumstances they are living/working in.

We tried to always be sensitive to the impact of trauma on others and ourselves, understanding and utilizing tools to support self and others in regulating emotions during times of stress; as well as identifying and supporting system changes needed to reduce re-traumatization.

As we created safe environments and worked with care and compassion, our workshops often moved into group “healing” circles. We found ourselves working with participants willing to explore their feelings around historical trauma, colonization, and childhood trauma even though it was difficult for them.

Processing and healing from trauma can bring change to individuals, families, and communities.

*“The training has created more connection between ourselves these past couple of years. My children notice the change. I can talk to them now and listen to them. My children have hope.”*

*Words from a Training of Trainers Participant at the end of the last healing workshop, June 2022.*

*“My husband went through a frightening time last year (trauma) and if it was not for my training, I would not have been able to support him the way I did. My husband is grateful for the training I have taken.”*

*Words from a Training of Trainers Participant at the end of the last healing workshop, June 2022.*

As people heal, they can start trusting each other, and working together comes more easily.

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*ᐱᓂᖃᖅᓂᖃᖅᓂᖃᖅ ᐘᓂᖃᖅᓂᖃᖅᓂᖃᖅ ᐘᓂᖃᖅᓂᖃᖅᓂᖃᖅ ᐘᓂᖃᖅᓂᖃᖅᓂᖃᖅ  
ᐸᓂᖃᖅᓂᖃᖅᓂᖃᖅ ᐸᓂᖃᖅᓂᖃᖅᓂᖃᖅ, ᐘᓂᖃᖅ 2022.*

*“ᐘᓂᖅᓂᖃᖅ ᖃᐘᖃᓐᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ ᐘᓂᖃᖅ (ᖃᓂᖃᖅᓂᖃᖅᓂᖃᖅ)  
ᐘᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ ᖃᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ. ᐘᓂᖅᓂᖃᖅ  
ᐘᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ ᐘᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ  
ᐘᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ ᐘᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ ᐘᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ  
ᐘᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ, ᐘᓂᖃᖅ 2022.”*

ᐸᓂᖅ ᐘᓂᖃᖅ ᐸᓂᖃᖅᓂᖃᖅᓂᖃᖅ, ᐸᓂᖃᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ,  
ᐘᓂᖃᖅ ᐱᓂᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ ᐱᓂᖅᓂᖃᖅᓂᖃᖅᓂᖃᖅ.























### Recommendation 5

Review all existing programs and services to ensure that they are contributing to community empowerment, especially those affecting grass roots community organizations as these are the prime examples of effective community empowerment.

- Strong and meaningful connections to other groups and organizations in order to share resources and experience.

### Recommendation 6

A Regional Strategic Plan to develop and implement a trauma informed approach for all public services, programs and institutions including but not limited to:

- Health and Social Services
- Youth Protection Services
- Schools
- Safety, Security and Justice System Services
- Adult Education Programs and Services
- Others

#### A Trauma-informed approach seeks to:

- Realize the widespread impact of trauma and understand paths for recovery.
- Recognize the signs and symptoms of trauma in children, adults, families, and staff.
- Integrate knowledge about trauma into policies, procedures, and practices; and
- Actively avoid re-traumatization by ensuring that all users/clients are treated with respect and dignity in a psychologically "safe" environment.

A comprehensive approach to trauma-informed services must be adopted at both the front line and organizational levels. Too frequently, providers and systems attempt to implement trauma-informed care at the front-line level without the proper supports necessary for broad organizational culture change. This can lead to uneven, and often unsustainable, shifts in day-to-day operations. This narrow focus also fails to recognize how staff not involved in direct service delivery, such as front desk workers

### ጉግብ 5

የፖሊስ ጥያቄዎችን ለማረጋገጥና ለማሻሻል ለሚሰጡት አገልግሎት ስራዎች ላይ ትኩረት ማደስግ ስለሚገባ ከአጠቃላይ አገልግሎት አድራሻ አካባቢ ጋር ማቆራረጥና ማስፈጸም ማለት ማለት ነው።

ብዙሃን ጥያቄዎችን ለማሟላት ለሚያስፈልገው ለሁሉም ሰራተኛዎች ለሰጠው ስልጠናና ለሁሉም ሰራተኛዎች ለሰጠው ድጋፍ ማድረግ ስለሚገባ ለሁሉም ሰራተኛዎች ማድረግ ማለት ማለት ነው።

### ጉግብ 6

ሙሉ ለሙሉ የሆነ አገልግሎት ለሚሰጡት ሰራተኛዎች ማስፈጸም ማለት ማለት ነው። ለሁሉም ሰራተኛዎች ለሰጠው ስልጠናና ለሁሉም ሰራተኛዎች ለሰጠው ድጋፍ ማድረግ ስለሚገባ ለሁሉም ሰራተኛዎች ማድረግ ማለት ማለት ነው።

- ለሰራተኛዎች ስልጠና ማስፈጸም ማለት ማለት ነው።
- ድጋፍ ማድረግ ማለት ማለት ነው።
- ለሰራተኛዎች ስልጠና ማስፈጸም ማለት ማለት ነው።
- ለሰራተኛዎች ስልጠና ማስፈጸም ማለት ማለት ነው።
- ለሰራተኛዎች ስልጠና ማስፈጸም ማለት ማለት ነው።

#### ጉግብ 6 ለሁሉም ሰራተኛዎች ማድረግ ማለት ማለት ነው።

- ለሁሉም ሰራተኛዎች ስልጠና ማስፈጸም ማለት ማለት ነው።
- ለሁሉም ሰራተኛዎች ስልጠና ማስፈጸም ማለት ማለት ነው።
- ለሁሉም ሰራተኛዎች ስልጠና ማስፈጸም ማለት ማለት ነው።
- ለሁሉም ሰራተኛዎች ስልጠና ማስፈጸም ማለት ማለት ነው።
- ለሁሉም ሰራተኛዎች ስልጠና ማስፈጸም ማለት ማለት ነው።

and security personnel, often have significant interactions with users/clients and can be critical to ensuring that these people feel safe, worthy, and respected.

The following are recognized as core principles of a trauma-informed approach that are necessary to transform service delivery settings:

**Safety:** Throughout the organization, users/clients and staff feel physically and psychologically safe

- **Trustworthiness & Transparency:** Decisions are made with transparency, and with the goal of building and maintaining trust
- **Peer Support:** Individuals with shared experiences are integrated into the organization and viewed as integral to service delivery
- **Collaboration:** Power differences – between staff and users/clients and among organizational staff – are leveled to support shared decision-making
- **Empowerment:** User/client and staff strengths are recognized, built on, and validated – this includes a belief in resilience and the ability to heal from trauma
- **Humility & Responsiveness** Biases and stereotypes (e.g., based on race, ethnicity, sexual orientation, age, geography) and historical trauma are recognized and addressed.
- **Trauma informed community development**
- **As informed by the lived experience of trauma,** both personal and collective, trauma informed community development is a framework that establishes and promotes resilient healing and healthy communities so that people can be healthy enough to sustain opportunity and realize their potential.

Our history of trauma puts many of our people at risk for threats to their physical and psychological well-being. We have many programs in place to support families in need of assistance, however, in many cases they are not connected in a significant way that could help individuals and families “change” their living reality. Social assistance, reduced rent and

ሌሎች ለጥናት ማድረግ ለሚችሉ ሰው ልማት ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል። ለዚህ ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል። ለዚህ ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።

ርዕዮተኛ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል። ለዚህ ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።

- **በጥናት ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።**
- **ሌሎች ለጥናት ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።**
- **ሌሎች ለጥናት ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።**
- **ሌሎች ለጥናት ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።**
- **ሌሎች ለጥናት ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።**
- **ሌሎች ለጥናት ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።**
- **ሌሎች ለጥናት ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።**
- **ሌሎች ለጥናት ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።**
- **ሌሎች ለጥናት ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።**
- **ሌሎች ለጥናት ማድረግ ለሚችሉ ሰራተኞች ለሚሰጡት ማረጋገጫ ለማድረግ ማስፈሰፍ ይገባል።**



## Recommendation 7

### Implementation Plan

A committed and knowledgeable regional leadership will be needed to develop the strategic plan. Leaders who have engaged in the community processes or are ready to deepen their own understanding of the impact of trauma and start their own personal journey of recovery would be most suited to do this work. The span of the work needed to develop this plan and follow upon the implementation in the different sectors will require a firm commitment.

This leadership group should include individuals from as many regional and local organizations as possible.

## ድምጽ 7

### ገጠናዊ ጠቅላይ ስልጠና

ገጠናዊ ጠቅላይ ስልጠና ለማድረግ የሚያስፈልገው አጠቃላይ ግንዛቤ ለሌሎች ለማስተካከል ሲባል፣ ጠቅላይ ስልጠናው ለማድረግ የሚያስፈልገው ሰው ለራሱ ግንዛቤ ማሳደግ ይገባል። ስለዚህ ጠቅላይ ስልጠናው ለሌሎች ለማስተካከል ሲባል፣ ጠቅላይ ስልጠናው ለማድረግ የሚያስፈልገው ሰው ለራሱ ግንዛቤ ማሳደግ ይገባል።

ስለዚህ ጠቅላይ ስልጠናው ለማድረግ የሚያስፈልገው ሰው ለራሱ ግንዛቤ ማሳደግ ይገባል። ስለዚህ ጠቅላይ ስልጠናው ለማድረግ የሚያስፈልገው ሰው ለራሱ ግንዛቤ ማሳደግ ይገባል።



Lucina Cain









## APPENDIX 1

### List of Regional Organizations Consulted

- Hébergement Communautaire Uvattinut is a non-profit community organization that provides independent living opportunities and community support services for low-income Inuit who have mental health problems. Puvirnituaq – October 2022
- Kativik Ilisaqniliriniq Council of Commissioners - December 2022
- Nunavik Board of Health and Social Services – Board of Directors – December 2022
- Kativik Regional Government – January 2023
- Qajaq Network– January 2023
- 2 Group Homes for Inuit in Montreal (Trauma informed) – January 2023
- Tunngasuvik Women’s Shelter Kuujjuaq– January 2023
- Isuarsivik Treatment Centre Kuujjuaq– January 2023
- Saturvik group home Kuujjuaq – February 2023
- Qaumajuapik 6-12 group home Kuujjuaq– February 2023
- Director of Rehabilitation Centre - Ungava Tulattavik Health Centre– February 2023
- 3 pilot communities (Puvirnituaq, Tasiujaq and Kangirqsujjuaq)
- Director of Community Services - Ungava Tulattavik Health Centre– February 2023
- Child First Initiative NRBHSS– February 2023
- Board of Directors - Ungava Tulattavik Health Centre– February 2023
- Saturqviit Inuit Women’s Association of Nunavik – February 2023
- Inuulitsivik Health Centre – Administration – February 2023
- Inuulitsivik Health Centre – Board of Directors – February 2023
- Makivik Corporation Executive Committee – March 2023



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