#### **Recommendation 1**

Access to a full range of professional and traditional services to support individuals in their healing journeys using every means possible.

- Experienced counsellors are not always interested in moving to northern and remote communities. That coupled with the high level of turnover among the professionals' supporting clients with mental health and wellness issues add to the challenges of delivering services. The experiences gained through the years of the Covid pandemic opened up new possibilities for the delivery of mental health support and services through phone and internet. It is important that we use this to increase the availability of such services in Nunavik until such time as more Inuit can be trained.
- Explore the possibilities of expanding the types of services available to include but not limited to:
- Eye movement desensitization and reprocessing (EMDR), an interactive psychotherapy technique used to relieve psychological stress.
- Cognitive behavioral therapy (CBT) is a form of psychological treatment that has been demonstrated to be effective for a range of problems including depression, anxiety disorders, alcohol and drug use problems, marital problems, eating disorders, and severe mental illness.
- Art and Music Therapy

### **Recommendation 2**

Invite the relevant authorities to look at what is required to fast-track a program to train Inuit Counsellors to provide therapeutic support to those dealing with the impacts of intergenerational trauma.

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Identify and address gaps in services affecting mental health and wellness in children, youth, and adults, including but not limited to:

- Protocols that are straightforward and easily understood by users and others to access urgent services such as suicide intervention and other mental health crises.
- Appropriate residential services for children in care who have aged out of the group homes provided for 6-12 year old.
- Transition programs and facilities for young adults who have spent their adolescence in various group home facilities and or foster homes.
- Support services for families and or primary care givers of Nunavimmiut struggling with significant mental health challenges. These families and care givers are a very important on the continuum of care in mental health and can prevent crises and acute episodes if supported effectively.

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Provide access to learning about the intergenerational impact of historical trauma in every community including ongoing activities to support a process towards a deeper understanding of the impacts of trauma and how it plays out in our communities.

- Offer workshops on the impact of intergenerational trauma in as many communities as possible while actively identifying community-based individuals interested in facilitating workshops. Explore traditional practices for dealing with issues related to health, wellness and healing as well as the links between traditional community care and trauma informed care.
- Invite and include natural helpers wherever possible so that they too may add to the resources they bring to the community in their role.
- Offer the Nunavik Training of Trainers Program to give participants an opportunity to learn how to use workshop development and facilitation skills to develop and deliver workshops based on their personal experiences and interests in healing.

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Mary A. Pilurtuut

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

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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 wellness. 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

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food baskets may alleviate some stress. However, for some adults, the inability to get and keep meaningful employment that provides for their family's financial needs continues to impact negatively on the mental health and wellness of the whole family.

Providing help and support to heal from the effects of intergenerational trauma and colonization must be connected to all our job training and employment placement programs.

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#### **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.

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Lucina Cain



# Activities of this group should include but not be limited to:

- Developing and approving basic trauma training workshops for leadership.
- These can be delivered to people in any organization and will maximize "connections" between partners and provide for ongoing development without burdening each organization with the task of maintaining a leadership training team. Sharing this training also means that leaders are all speaking the same language and understanding when it comes to trauma and a trauma informed approach.
- Initiating the work on reviewing policies and procedures to ensure that these reflect the core principles of the trauma informed approach.

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- Avoid having organizations "duplicate" efforts, for example: if an organization is prepared to start working on trauma informed practices in Human Resources, then other organizations can forward their concerns, challenges to be included and focus on other areas they need to develop.
- Evaluating policies and procedures Mechanisms to make sure the modified policies and procedures are having the desired effect at different levels – are "user/clients" and staff feeling the difference?
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Access to basic trauma training and healing for all leadership positions.

Broad based trauma training will be developed through Recommendation #5 but knowing that the process of change will be long-term we must ensure that newly elected leaders, or recruited organizational leaders have access to training to ensure that they fully engage and support the process when they take on new positions.

#### **Recommendation 9**

Where external institutions are involved in providing training and education, ensure that a trauma informed approach is used to not only develop training programs, but also to prepare potential participants for success.

#### **Recommendation 10**

Initiate actions to access funding from relevant authorizes to ensure that comprehensive and significant progress can be made in the shortest time possible.

The recommendations and activities outlined above will require significant additional funding. At this point in time, in the spirit of reconciliation, it would be important to make clear that many of the social issues plaguing the Inuit of Nunavik have their origins in the actions of the colonial system that was imposed in the past.

The increasing costs associated with trying to "contain" the damage caused by the unresolved trauma of the past makes an investment in this process imperative. The damage affects all levels and will only continue to rise if measures are not taken to support and empower our people for change.

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#### **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. Puvirnituq – 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 (Puvirnituq, 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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