

**1. We call upon the federal, provincial, territorial, and Aboriginal governments to commit to reducing the number of Aboriginal children in care by:**

*iv. Ensuring that social workers and others who conduct child-welfare investigations are properly educated and trained about the potential for Aboriginal communities and families to provide more appropriate solutions to family healing.*

[Responsible Department: CYFS/HCS]

**GNL is already taking action in this area, and continues to work towards reducing the number of Aboriginal children in care in the Province.**

Although responsibility for the education and training of social workers and other professionals typically falls to post-secondary and other institutions of higher learning and skills training, GNL has taken steps to ensure that provincial social workers receive training to ensure their cultural sensitivity and awareness, including of Aboriginal models of care and healing.

Moreover, in 2010, the Nunatsiavut Government (NG) engaged the MUN School of Social Work and community stakeholders to offer a Bachelor of Social Work program solely for Labrador Inuit beneficiaries. Students enrolled in the NG-sponsored four-year program received instruction in MUN's accredited social work program. As well, traditional Inuit knowledge and cultural norms were interwoven into each course. 19 students were accepted into the program and 17 graduated in 2013.

The Department of Child, Youth and Family Services (CYFS) has worked with the Nunatsiavut Government to provide training on Intergenerational Trauma for foster parents, CYFS staff and other professionals in who work with children from Inuit communities.

GNL has also worked with provincial Aboriginal governments and organisations and the federal government through Health Canada's "Health Services Integration Fund", where the parties piloted a program titled "Cultural Safety Training for Health Professionals in Newfoundland and Labrador". This was developed as a collaborative project by regional health authorities in partnership with federal, provincial and Aboriginal government and organisations. This program aims to enhance the provision of culturally-appropriate care for Aboriginal people.

**3. We call upon all levels of government to fully implement Jordan’s Principle.**

[Responsible Department: HCS/CYFS]

**GNL has reviewed this Call and has noted that this is a significant policy decision which requires continued analysis. GNL is conducting further assessment to ascertain the most appropriate action.**

Coordination across jurisdictions is an important component of implementing the Jordan’s Principle, and all levels of government have a role in this implementation. GNL has processes in place to address cases/jurisdictional disputes and is committed to ensuring that Aboriginal children do not experience delay, denial, or disruption of services because of jurisdictional disputes. GNL has adopted Jordan's Principle, operationally, in that we do not delay the delivery of a necessary service while waiting on funding decisions from another source. The Department of Child, Youth and Family Services (CYFS) policies do require that social workers check with other potential funding sources before requesting that CYFS fund the services, but not before delivering the services.

**Commented [DS1]:** Wording has been changed by HCS to reflect GNL's adoption of Jordan's Principle

**Commented [BC2]:** Will we implement Jordan's Principle? Or no? There is no real answer provided here.

**5. We call upon the federal, provincial, territorial, and Aboriginal governments to develop culturally appropriate parenting programs for Aboriginal families.**

[Responsible Department: EECD/HCS]

**GNL is already taking action in this area.**

The Department of Education and Early Childhood Development (EECD) provincially implements Parent Resource Kits for children birth to age three years and their families, including Aboriginal children and families. These kits include adapted resources/materials. EECD also provides funding to the Nunatsiavut Government to operate a Family Resource Centre.

As well, the Aboriginal Program Development Specialist with EECD is a member of the Parental Engagement Committee (in partnership with the Nunatsiavut Government) and attends planning meetings aimed at increasing parental participation in their child's education.

Mechanisms are in place for partnership and collaboration between regional health authorities, Health Canada, and Aboriginal governments and organisations in the delivery of services to promote good health and wellness. The Department of Health and Community Services, together with arms-length agencies and community groups, offer various parenting programs, supports and services such as Healthy Baby Clubs, parent support programs, and intervention services.

**Commented [DS3]:** This wording has been added by HCS

**18. We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.**

[Responsible Department: HCS]

GNL recognizes the health-care rights of all residents of the province, and continues to work towards ensuring that effective health care is accessible throughout the province, including in rural and remote regions.

**Commented [BC4]:** HCS, please provide some language here regarding universality of programming

In NL, insured services, physician services and hospital services are covered under the Medical Care Plan (MCP). In accordance with the principles of the *Canada Health Act*, these services are provided universally to all residents of the province. Other health services (e.g., children's and adult dental plan) are provided to all eligible residents of the province, including Aboriginal people.

**Commented [DS5]:** This wording has been added by HCS

**22. We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.**

[Responsible Department: HCS]

**GNL is already taking action in this area, and continues to work towards improving health and wellness in Aboriginal communities.**

All levels of government have a role to play in the promotion of health and wellness for Aboriginal people. While the federal government has a constitutional and fiduciary responsibility for Aboriginal people, GNL discharges health programming in NL. GNL works with Aboriginal governments and organisations in the province wherever possible to ensure programming is culturally appropriate.

**Commented [DS6]:** Replace with the following: GNL is responsible for the delivery of health and community services and programs in NL.

Under Health Canada's "Health Services Integration Fund", a program titled "Cultural Safety Training for Health Professionals in Newfoundland and Labrador" was piloted. This was developed as a collaborative project by regional health authorities in partnership with federal, provincial and Aboriginal government and organisations. This program aims to enhance the provision of culturally-appropriate care for Aboriginal people.

"Journey in the Big Land: Enhancing Cancer Services for First Nations, Inuit and Metis in Labrador" is a collaborative effort between stakeholders, including the Canadian Partnership Against Cancer, regional health authorities and representatives of communities and people in Labrador. This project aims to enhance the provision of cancer care services for the First Nations, Inuit and Metis people of Labrador.

The "Aboriginal Patient Navigator Program" is in place to enhance the provision of culturally appropriate care for Aboriginal people. It is a partnership between the Department of Health and Community Services, the Eastern Regional Health Authority and the St. John's Native Friendship Centre. The program employs two Patient Navigators of Aboriginal descent who work with Aboriginal patients and clients to ensure their cultural and language translation needs are met.

The Labrador-Grenfell Regional Health Authority employs Aboriginal Interpreters who work with Aboriginal patients and clients to ensure their cultural and language translation needs are met.

The Department of Health and Community Services is currently working to implement a new Primary Health Care Framework (Framework). This Framework provides for initiatives/projects to be developed in collaboration with local partners and stakeholders, including Aboriginal leaders, elders and communities. A central goal of the Framework is to ensure access to community-based primary health care teams that are designed to meet the needs of specific communities. This will include involving communities in the process of identifying local needs and preferences including culturally informed practices and treatment.

**Commented [DS7]:** This wording has been added by HCS

**23. We call upon all levels of government to:**

*i. Increase the number of Aboriginal professionals working in the health-care field.*

[Responsible Department: AES/HCS]

**GNL is already taking action in this area.**

All levels of government have a role to play in the promotion of health and wellness for Aboriginal people. While the federal government has a constitutional and fiduciary responsibility for Aboriginal people, GNL discharges health programming in NL. Regional Health Authorities are contracted by GNL to provide direct health services. Additionally, GNL encourages post-secondary institutions to support Aboriginal students in the health-care field, in particular, the two publically-funded post-secondary institutions in the province: Memorial University and the College of the North Atlantic. Indeed, Memorial University has undertaken several initiatives to attract and retain Aboriginal students in medicine and related health care fields.

**Commented [DS8]:** Replace with the following: GNL, through the Regional Health Authorities, is responsible for the delivery of health and community services and programs in NL.

In October 2008, the Faculty of Medicine at Memorial University (MUN) began a project supported by the Atlantic Policy Congress of First Nation Chiefs' Secretariat entitled Making Memorial's Faculty of Medicine a Better Place for Aboriginal Students. Intended to make the Faculty of Medicine more inclusionary for students from various First Nations/Inuit/Metis communities, the project focuses on two key areas: (a) Bridging programs, services and programs designed to recruit more Aboriginal students into the Faculty of Medicine; and, (b) Heightened cultural sensitivity of both Aboriginal and non-Aboriginal students on issues of Aboriginal health and health care services in both undergraduate and graduate medical programs.

MUN Pre-Med Orientation/Mentoring Programs is designed for Aboriginal undergraduate students interested in medicine. This program familiarizes students with the admission process and links students with medical student mentors. Medical Mentorship@MUN is a program that matches Aboriginal medical students with faculty and postgraduates through mentorship clusters with one mentor and four students.

A MUN Pre-Med Summer Institute for Aboriginal students was offered in 2011 and 2013, and MCAT Prep Awards funding is available from MUN for Aboriginal students to prepare to write the Medical College Admission Test (MCAT).

An important component of MUN's Faculty of Medicine Aboriginal Health Initiative (AHI) is the Aboriginal Admissions Program – the reservation of three seats within the faculty specifically designated for students of Aboriginal ancestry residing in the province of NL. As of the 2013 fall admission, 13 Aboriginal students were enrolled in the undergraduate medical education program at MUN.

As part of the AHI, Grenfell Campus will be hosting a health career summer camp, "Healers of Tomorrow Gathering" for Aboriginal high school students in grade 10-12 in August 2015 to

provide an overview of various health care professions requiring either college or university training. Activities will include both Western and Aboriginal medicines.

MUN's Schools of Nursing and of Social Work each has three seats specifically designated for qualified Aboriginal students.

The Integrated Nursing Access Program (INAP) provided the opportunity for Inuit in Labrador interested in nursing to study in a community based program for the first two years of a 5-year program. INAP commenced in 2005 with 19 students and concluded in 2011 with 7 graduates.

In 2010, the Nunatsiavut Government (NG) engaged the MUN School of Social Work and community stakeholders to offer a Bachelor of Social Work program solely for Labrador Inuit beneficiaries. Students enrolled in the NG-sponsored four-year program received instruction in MUN's accredited social work program. As well, traditional Inuit knowledge and cultural norms were interwoven into each course. 19 students were accepted into the program and 17 graduated in 2013.

*ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.*

[Responsible Department: HCS]

**GNL is already taking action in this area.**

GNL has established numerous programs and initiatives to improve the recruitment of various health professionals. These include student bursaries, grants, traveling fellowships, signing bonuses, and seat purchases in health sciences programs outside of the province. Many of the incentives are targeted towards difficult-to-fill positions in Labrador-Grenfell Regional Health Authority. The signing bonus program provides larger incentive amounts to individuals accepting positions in Labrador, in particular the coastal communities.

*iii. Provide cultural competency training for all healthcare professionals.*

[Responsible Department: HCS/HRS]

**GNL is already taking action in this area.**

All levels of government have a role to play in the promotion of health and wellness for Aboriginal people. While the federal government has a constitutional and fiduciary responsibility for Aboriginal people, GNL discharges health programming in NL. Regional Health Authorities are contracted by GNL to provide direct health services, including training for health-care employees.

There has been action already taken in this area, including the “Cultural Safety Training for Health Professionals in Newfoundland and Labrador”, a pilot program developed under Health Canada’s “Health Services Integration Fund”. This was piloted in 2014 and was developed by regional health authorities in partnership with federal, provincial and Aboriginal governments and organisations. This program aims to enhance the provision of culturally appropriate care for Aboriginal people.

In addition, "Journey in the Big Land: Enhancing Cancer Services for First Nations, Inuit and Metis in Labrador" is a collaborative effort between stakeholders, including the Canadian Partnership Against Cancer, regional health authorities and representatives of communities and people in Labrador. This project aims to enhance the provision of cancer care services for Aboriginal people in Labrador.

GNL puts an emphasis on ensuring that all cultures and perspectives are included in policy and program development. LAAO collaborates with all departments and agencies to ensure that Aboriginal perspective and concerns are incorporated into policy and planning, and to ensure that all public servants are trained and informed regarding Aboriginal experience, culture and history. The Department of Child, Youth and Family Services (CYFS) has worked with the Nunatsiavut Government to provide training on Intergenerational Trauma for foster parents, CYFS staff and other professionals who work with children from Inuit communities.

**33. We call upon the federal, provincial, and territorial governments to recognize as a high priority the need to address and prevent Fetal Alcohol Spectrum Disorder (FASD), and to develop, in collaboration with Aboriginal people, FASD preventive programs that can be delivered in a culturally appropriate manner.**

[Responsible Department: HCS]

**GNL is already taking action in this area, and continues to work towards improving health and wellness in Aboriginal communities.**

GNL works with Aboriginal governments and organisations in the province wherever possible to ensure programming is culturally appropriate.

GNL has developed and delivers intervention services, community behavior supports and behaviour management specialists to all residents of the province, in addition to mental health and addictions services. NL has dedicated health promotion and addictions prevention staff throughout its four regional health authorities.

Commented [DS9]: This wording has been added by HCS

An FASD coordinator was hired for Labrador Grenfell Health Region in relation to identification and intervention of FASD. In July 2007 – March 2009, Labrador-Grenfell Regional Health Authority (LG Health) partnered with the Nunatsiavut Government, the two Labrador Innu First Nations, provincial school board officials and Health Canada to develop and implement a fetal alcohol spectrum disorder (FASD) training program for behavioural health aides.

Commented [DS10]: This wording has been added by HCS

LG Health has also developed training programs for staff related to diagnosis and intervention for those affected by FASD. Regional health authorities also support Canada's Low Risk Alcohol Drinking Guidelines and provide supportive services when delivering prenatal education and support, such as the BABIES program.

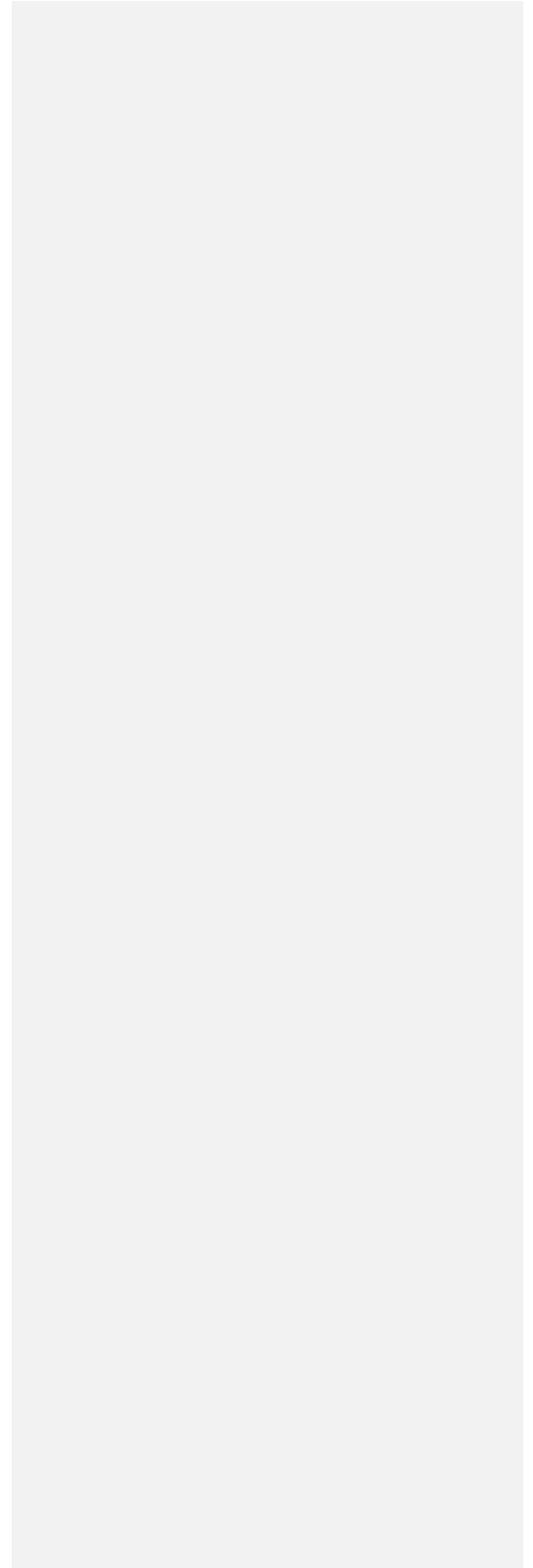
In 2012, the fasdNL Network was formed to educate, network and share resources regarding FASD - to improve the lives of individuals, families and communities across Newfoundland and Labrador. In 2015, the fasdNL Network was supported by Government of NL to provide a Train the Trainer program entitled "Building Community Capacity to Prevent FASD and Support Individuals Living with FASD". The fasdNL Network is currently promoting a province wide virtual support group for family members.

Commented [DS11]: This wording has been added by HCS

NL is represented on the Atlantic Intergovernmental FASD Partnership by officials from SWSD and from LG Health; this Partnership also includes federal officials from the First Nations-Inuit Health Branch, and from the Nunatsiavut Government.

In January 2015, the Public Health Authority of Canada supported roundtable discussions with key stakeholders on the levels of prevention for FASD, including increasing awareness of FASD and supporting the delivery of a program called Women Lives Women's Health, which focuses on culturally relevant determinants of health.

The FASD Association of Newfoundland and Labrador is a non-profit organisation with representatives from all regions, including Labrador, with a goal to increase awareness and support of FASD and related issues among individuals, families and communities. HCS has provided funding to the FASD Association in each of the past two years to support education, awareness and training initiatives.



**34. We call upon the governments of Canada, the provinces, and territories to undertake reforms to the criminal justice system to better address the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD), including:**

*i. Providing increased community resources and powers for courts to ensure that FASD is properly diagnosed, and that appropriate community supports are in place for those with FASD.*

**[Responsible Department: HCS/JPS]**

**GNL is already taking action in this area, and continues to work towards improving health and wellness in Aboriginal communities.**

GNL is responsible for health care services in the province and provides universal services to all residents. GNL has developed and delivers intervention services, community behavior supports and behaviour management specialists to all residents of the province, in addition to mental health and addictions services.

Although parole falls within federal jurisdiction, it is noted that interventions are presently provided by a dedicated provincial Offender Services Coordinator to inmates of the Labrador Correctional Centre that are affected by FASD. This position also facilitates training in the area of FASD for staff, and liaises with community groups and agencies to provide supports and services for inmates during incarceration and upon release.

**Commented [DS12]:** While offenders are living in the community, they have access to these services through HCS. If incarcerated, delivery of health services is the responsibility of JPS.

**Commented [BC13]:** What do we do to address offenders' needs generally? Can we expand?

**36. We call upon the federal, provincial, and territorial governments to work with Aboriginal communities to provide culturally relevant services to inmates on issues such as substance abuse, family and domestic violence, and overcoming the experience of having been sexually abused.**

[Responsible Department: JPS/WPO/HCS]

GNL has reviewed this Call and has noted that this is a significant policy decision which requires continued analysis. GNL is conducting further assessment to ascertain the most appropriate action.

This is a complex issue that requires collaboration between federal, provincial and territorial governments, and Aboriginal governments and organisations.

The Department of Justice and Public Safety (JPS) partners with Aboriginal governments and organisations to deliver culturally appropriate victim and probation services. Adult Custody promotes culturally sensitive activities and services for offenders through partnerships with Nunatsiavut Government, Sheshatshiu Innu First Nation and Stella Burry Community Services. Adult Custody provides programs and services to assist offenders in reintegrating into the community after release from custody. Aboriginal activities are coordinated and supported by the Aboriginal Prison Liaison Officers employed by Adult Custody in Happy Valley-Goose Bay and Clarenville.

GNL is exploring a culturally appropriate model for domestic violence intervention, inclusive of Aboriginal people in Labrador.

GNL is responsible for health care services in the province and provides universal services to all residents. GNL has developed and delivers intervention services, community behavior supports and behaviour management specialists to all residents of the province, in addition to mental health and addictions services.

In NL, an All Party Committee (APC) of the provincial House of Assembly (HOA) was established in 2015 with a mandate to review the current Mental Health and Addictions system in the province and table recommendations back to the HOA. Once the work of the APC is complete, Government has committed to the development of a new Mental Health and Addictions Strategy for the province.

**Commented [BC14]:** Defer to JPS for further detail

What about universal services that are not Aboriginal specific such as general support for inmates with drug problems, or for those who have faced trauma (surely there is some sort of counselling available for inmates?)

**Commented [BC15]:** HCS add information regarding mental health and addiction services, whether in custody or in communities that could be applied to inmates

**Commented [DS16]:** This wording has been added by HCS

**55. We call upon all levels of government to provide annual reports or any current data requested by the National Council for Reconciliation so that it can report on the progress towards reconciliation. The reports or data would include, but not be limited to:**

*iv. Progress on closing the gaps between Aboriginal and non-Aboriginal communities in a number of health indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.*

**[Responsible Department: HCS]**

GNL has reviewed this Call and has found there is opportunity for further action.

The Department of Health and Community Services would provide current data and annual reports, as requested by the National Council for Reconciliation, within the confines of provincial privacy legislation. GNL is conducting further assessment to ascertain the most appropriate action.

**Commented [BC17]:** Are there existing mechanisms which collect this data? Could those mechanisms be created? Could NL commit to releasing such a report anyways (even without the request of the National Council for Reconciliation?)

The Department of Health and Community Services is currently working on the development of a strategy intended to better leverage existing data within the health care system and to inform decisions at a policy or program level to enable more efficient tracking of system level issues and improvements.

In January 2010 a provincial Aboriginal Identifier Working Group was established with representatives from the various Aboriginal groups, the Department of Health and Community Services, Intergovernmental and Aboriginal Secretariat, Service NL: Vital Statistics Division, Newfoundland and Labrador Centre for Health Information, and Labrador-Grenfell Health Aboriginal Identifier Project.

- The working group developed the Administrative Data Identifier Standard (Standard). This Standard sets out the list of categories by which a person presenting for health and community services could self-identify themselves as Aboriginal; i.e., the client would indicate their membership or beneficiary status related to a specific Aboriginal group, self-government or land claim agreement.
- The Department of Health and Community Services recently endorsed this Standard and is working with Newfoundland and Labrador Centre for Health Information to discuss next steps and a potential implementation plan.

**Commented [DS18]:** This wording has been added by HCS

**PART II**

**Government of Newfoundland and Labrador Response to Calls to Action not Directed at Provinces and Territories**

**4. We call upon the federal government to enact Aboriginal child-welfare legislation that establishes national standards for Aboriginal child apprehension and custody cases and includes principles that:**

While fundamentally the federal government has a constitutional and fiduciary responsibility for Aboriginal people, the federal government discharges its responsibility for child welfare services on Reserve in NL by contracting with the Province to deliver the required child protection services. Therefore, GNL has legislative authority for the provision of child welfare services within the province, although the enactment of federal legislation in this area could displace the application of provincial laws on Reserves.

*4(i) Affirm the right of Aboriginal governments to establish and maintain their own child-welfare agencies.*

GNL supports Aboriginal governments and organisations in their path to self-determination and autonomy.

GNL will continue to address Aboriginal rights through negotiation and settlement of land claims and will address Aboriginal aspirations for self-determination through the negotiation of self-government agreements and agreements to devolve provincial programs and services. The Province continues to support appropriate efforts to induce greater recognition of, promotion of, and respect for Aboriginal people in NL and across Canada.

Through the negotiation and implementation of land claim, self-government, and other agreements, as well as the development of specific policies and programs, GNL will continue to support initiatives that respect and promote the unique cultures and identities of Aboriginal people

GNL has made solid progress and established a base from which success can be continued, in some instances by supporting Aboriginal people in their self-determination, and in other instances by advocating within Government to ensure policies, programs and services are developed and implemented in a culturally appropriate manner.

The Labrador Inuit Land Claims Agreement provides the Nunatsiavut Government with law-making authority in relation to matters respecting social, family, youth and children's programs, services and facilities for Inuit.

GNL is in negotiations with the federal government and the Labrador Innu regarding their land claim, which could have similar law-making authority. The Miawpukek First Nation signed a self-government Agreement-in-Principle which also outlines similar law-making authority.

*4(ii) Require all child-welfare agencies and courts to take the residential school legacy into account in their decision making.*

In NL, all efforts are made to keep Aboriginal children and youth in their communities and connected to their culture, and GNL works with Aboriginal governments and organisations in the province wherever possible to ensure these services are culturally appropriate.

In 2012, CYFS signed MOUs with Mushuau Innu First Nation, Sheshatshiu Innu First Nation and the Nunatsiavut Government to improve planning and enhance service coordination and delivery in the two Innu communities and the five Inuit Communities. These MOUs recognize the need for Innu and Inuit involvement in the overall implementation of departmental programs and services, including the placement of Innu and Inuit foster children. These MOUs provided for the creation of Planning Circles.

In October, 2015, GNL signed a new Working Relationship Agreement with the Sheshatshiu Innu First Nation and Mushuau Innu First Nation in an effort to improve service coordination and information sharing pertaining to child protection in Sheshatshiu and Natuashish. The new agreement outlines more specifically the activities that will be undertaken to improve service coordination and information sharing between CYFS and the Labrador Innu communities. A joint committee process will be established in each community with clearly defined case planning processes, lines of communication and coordination functions.

The Department of Child, Youth and Family Services (CYFS) remains committed to working with Aboriginal partners throughout NL to increase availability of out of home placements for children within Aboriginal communities. This is demonstrated by the collaboration with the Nunatsiavut Government on adapting the PRIDE foster home training process and the Foster a Future campaign to recruit more Aboriginal foster homes and, through increases in kinship and foster home payments with higher percentage increases for Aboriginal communities (15% increase for foster home payments in Labrador and 30% increase for foster home payments in remote communities in Labrador). CYFS continues to work with Aboriginal partners to build placement resources for children in their communities who require out-of-home placements.

CYFS has also worked with the Nunatsiavut Government to provide training on Intergenerational Trauma for foster parents, CYFS staff and other professionals who work with children from Inuit communities.

CYFS also has a working relationship with the Miawpukek First Nation (MFN) in Conne River, where a CYFS social worker is contracted by the Miawpukek First Nation to deliver child protection services, in a way that is culturally meaningful and appropriate.

*4(iii) Establish, as an important priority, a requirement that placements of Aboriginal children into temporary and permanent care be culturally appropriate.*

In NL, all efforts are made to keep Aboriginal children and youth in their communities and connected to their culture. The Department of Child, Youth and Family Services (CYFS) remains committed to working with Aboriginal partners throughout NL to increase availability of out of home placements for children within Aboriginal communities. This is demonstrated by the collaboration with the Nunatsiavut Government on adapting the PRIDE foster home training process and the Foster a Future campaign to recruit more Aboriginal foster homes and, through increases in kinship and foster home payments with higher percentage increases for Aboriginal communities (15% increase for foster home payments in Labrador and 30% increase for foster home payments in remote communities in Labrador). CYFS continues to work with Aboriginal partners to build placement resources for children in their communities who require out-of-home placements.

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CYFS also has a strong working relationship with the Miawpukek First Nation (MFN) in Conne River, where a CYFS social worker is contracted by the Miawpukek First Nation to deliver child protection services in a way that is culturally meaningful and appropriate.

**7. We call upon the federal government to develop with Aboriginal groups a joint strategy to eliminate educational and employment gaps between Aboriginal and non-Aboriginal Canadians.**

The economic prosperity of Newfoundland and Labrador depends on the labour market participation of all citizens, including those under-represented in the workforce, such as Aboriginal people.

GNL has helped fund, along with Nalcor, the Labrador Aboriginal Training Partnership (LATP). The LATP is a major economic development success story in Labrador, providing funding to support a combination of life skills, on-the-job, and skills development training for Aboriginal people for employment related to construction and operation of the Lower Churchill project and other developments in Labrador. Commitment of this funding allowed LATP to leverage federal funding through Skills and Partnership Fund, through a separate agreement between LATP and the federal government. The LATP helps Aboriginal people gain skills and training they need to secure meaningful employment.

Additionally, GNL has provided for Aboriginal participation in several major resource developments via gender, equity and diversity plans. The Province requires Gender Equity and Diversity Plans for medium and large scale resource development projects. These plans include goals designed to increase the participation of under-represented groups such as Aboriginal people and women in the workforce.

**8. We call upon the federal government to eliminate the discrepancy in federal education funding for First Nations children being educated on reserves and those First Nations children being educated off reserves.**

All NL residents are entitled to free public education of universal standard and quality at a public, provincial school. GNL strives to ensure that all students enjoy the same standard of safe, caring and inclusive learning environment, including those attending schools in remote locations.

**16. We call upon post-secondary institutions to create university and college degree and diploma programs in Aboriginal languages.**

This is a policy decision that requires further analysis. GNL will encourage post-secondary institutions within the province such as Memorial University of Newfoundland and College of the North Atlantic to incorporate Aboriginal languages into their available programs.

Memorial University currently offers an Aboriginal Studies Minor under the Bachelor of Arts program, which promotes understanding of Aboriginal people, with particular focus on the traditions, history and experience of the Aboriginal people of Newfoundland and Labrador.

The Linguistics Department of Memorial University has also participated in an Innu language project, which aims to celebrate the Innu language and culture and to share Innu language resources.

**19. We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess longterm trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.**

All levels of government have a role to play in the promotion of health and wellness. While the federal government has a constitutional and fiduciary responsibility for Aboriginal people, GNL discharges health programming in NL. GNL works with Aboriginal governments and organisations in the province wherever possible to ensure programming is culturally appropriate.

NL provides health services and various universal programs to all residents of the Province.

Under Health Canada's "Health Services Integration Fund", a program titled "Cultural Safety Training for Health Professionals in Newfoundland and Labrador" was piloted. This was developed as a collaborative project by regional health authorities in partnership with federal, provincial and Aboriginal government and organisations. This program aims to enhance the provision of culturally-appropriate care for Aboriginal people.

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The "Aboriginal Patient Navigator Program" is in place to enhance the provision of culturally appropriate care for Aboriginal people. It is a partnership between the Department of Health and Community Services, the Eastern Regional Health Authority and the St. John's Native Friendship Centre. The program employs two Patient Navigators of Aboriginal descent who work with Aboriginal patients and clients to ensure their cultural and language translation needs are met.

Moreover, mechanisms are in place for partnership and collaboration between regional health authorities, Health Canada, and Aboriginal governments and organisations in the delivery of services to promote good health and wellness.

GNL's Department of Seniors, Wellness and Social Development is responsible for health promotion, wellness and sport. GNL released its Provincial Wellness Plan in 2006, and it is currently being updated. GNL will ensure that the updated Provincial Wellness Plan is inclusive of all residents of NL, including Aboriginal people.

The Department of Health and Community Services is currently working on the development of a strategy intended to better leverage existing data within the health care system and to inform

decisions at a policy or program level to enable more efficient tracking of system level issues and improvements.

In January 2010 a provincial Aboriginal Identifier Working Group was established with representatives from the various Aboriginal groups, the Department of Health and Community Services, Intergovernmental and Aboriginal Secretariat, Service NL: Vital Statistics Division, Newfoundland and Labrador Centre for Health Information, and Labrador-Grenfell Health Aboriginal Identifier Project.

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- The Department of Health and Community Services recently endorsed this Standard and is working with Newfoundland and Labrador Centre for Health Information to discuss next steps and a potential implementation plan.

Commented [DS19]: HCS suggests to add this wording

**24. We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.**

Memorial University's Faculty of Medicine Aboriginal Health Initiative (AHI) initiative included revisions to the undergraduate medical curriculum and reconfiguring the masters of public health program to ensure cultural relevance and sensitivity.

In October 2008, the Faculty of Medicine at Memorial University (MUN) began a project supported by the Atlantic Policy Congress of First Nation Chiefs' Secretariat entitled Making Memorial's Faculty of Medicine a Better Place for Aboriginal Students. Intended to make the Faculty of Medicine more inclusionary for students from various First Nations/Inuit/Metis communities, the project focuses on two key areas: (a) Bridging programs, services and programs designed to recruit more Aboriginal students into the Faculty of Medicine; and, (b) Heightened cultural sensitivity of both Aboriginal and non-Aboriginal students on issues of Aboriginal health and health care services in both undergraduate and graduate medical programs.

**25. We call upon the federal government to establish a written policy that reaffirms the independence of the Royal Canadian Mounted Police to investigate crimes in which the government has its own interest as a potential or real party in civil litigation.**

GNL will evaluate developing such a policy for the Royal Newfoundland Constabulary, that ensures the RNC can investigate without influence from the Province.. It is noted that this is a significant policy decision which requires continued analysis. GNL is conducting further assessment to ascertain the most appropriate action.

GNL has committed to looking at an inquiry into the Don Dunphy case, where Don Dunphy was killed by an RNC officer in his home in April, 2015. This inquiry will proceed at the completion of the RCMP's investigative process, which is due to be finished in January, 2016.

**27. We call upon the Federation of Law Societies of Canada to ensure that lawyers receive appropriate cultural competency training, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.**

This Call to Action is directed to the Federation of Law Societies of Canada. GNL supports this Call and encourages the Federation of Law Societies of Canada to ensure that lawyers are effectively trained in cultural competency.

The Law Society of Newfoundland and Labrador is a self-regulating profession, generally bound by NL Legislation, which provides the requirements for practicing law in the Province. GNL recommends that the Law Society of Newfoundland and Labrador incorporate cultural competency training to ensure that all practicing lawyers in Newfoundland and Labrador have an understanding of Aboriginal cultures and experience in the Province. The Law Society of Newfoundland and Labrador has mandatory Continuing Legal Education requirements for all practicing members, and as such could enforce mandatory cultural competency training.

**28. We call upon law schools in Canada to require all law students to take a course in Aboriginal people and the law, which includes the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and antiracism.**

The Law Society of Newfoundland and Labrador is a self-regulating profession, generally bound by NL Legislation.

While there are no law schools in Newfoundland and Labrador, GNL encourages all lawyers to have cultural competency training, and supports the call for law schools to have such courses available. GNL recommends that the Law Society of Newfoundland and Labrador incorporate such training to ensure that all practicing lawyers in Newfoundland and Labrador have an understanding of Aboriginal cultures in the Province. The Law Society of Newfoundland and Labrador has mandatory Continuing Legal Education requirements for all practicing members, and as such could enforce mandatory cultural competency training.

**29. We call upon the parties and, in particular, the federal government, to work collaboratively with plaintiffs not included in the Indian Residential Schools Settlement Agreement to have disputed legal issues determined expeditiously on an agreed set of facts.**

No schools in NL were designated in the federal government's Indian Residential Schools Settlement Agreement (Settlement Agreement) or the Statement of Apology, read in the House of Commons in June 2008 by Prime Minister Harper. Subsequently, representatives of the Labrador schools asked the Federal Government to include these schools in the Settlement Agreement but their request was turned down. Although Canada attempted to name GNL as a third party in the class-action lawsuit, in November 2015 NL was formally and fully released from the case, which was otherwise directed to continue to trial on the issue of Canada's liability to the Plaintiffs.

GNL continues to encourage the federal government to consider schools in this province that were not included in the federal settlement of residential schools, and proceed expeditiously to conclude these claims.

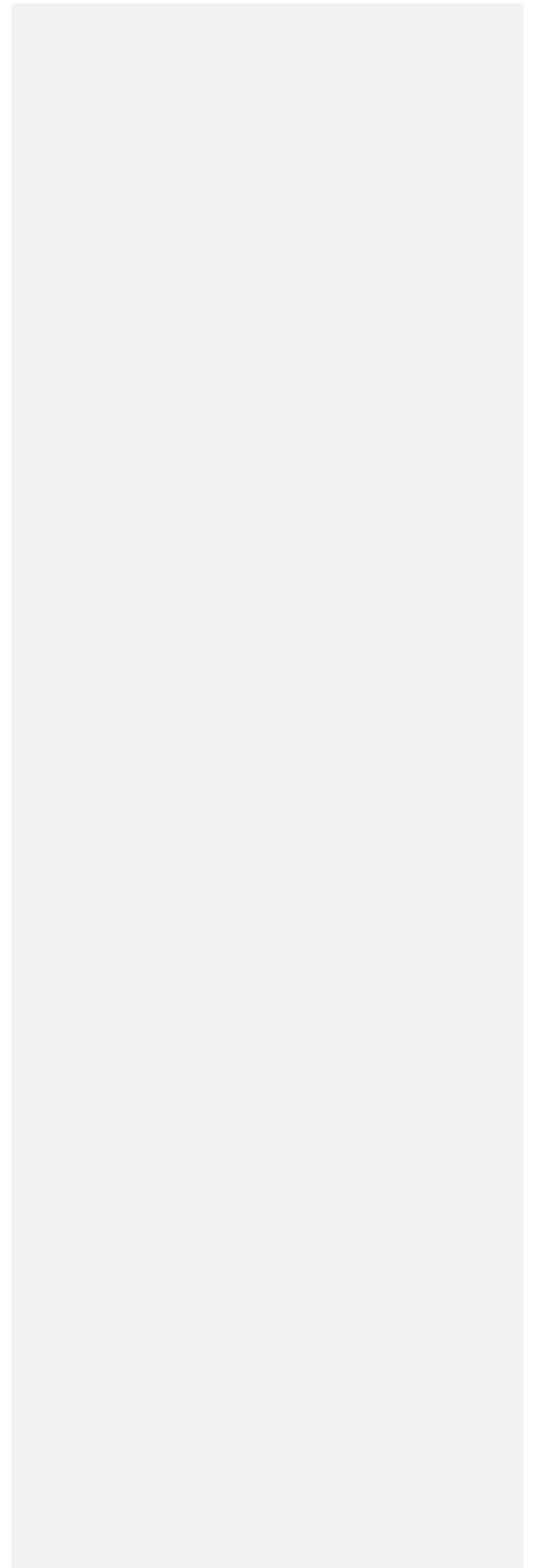
**34. We call upon the governments of Canada, the provinces, and territories to undertake reforms to the criminal justice system to better address the needs of offenders with Fetal Alcohol Spectrum Disorder (FASD), including:**

*ii. Enacting statutory exemptions from mandatory minimum sentences of imprisonment for offenders affected by FASD.*

The *Criminal Code* is federal legislation and a federal responsibility. Moreover, FASD is an ongoing discussion at the FPT Justice Ministers' and Deputy Ministers' tables. Working groups are typically established as necessary, and any amendments to the Criminal Code would have to be discussed and approved at these tables. Any decisions respecting the addition of resources pertaining to community or correctional supports is subject to further analysis of policy and budgetary considerations.

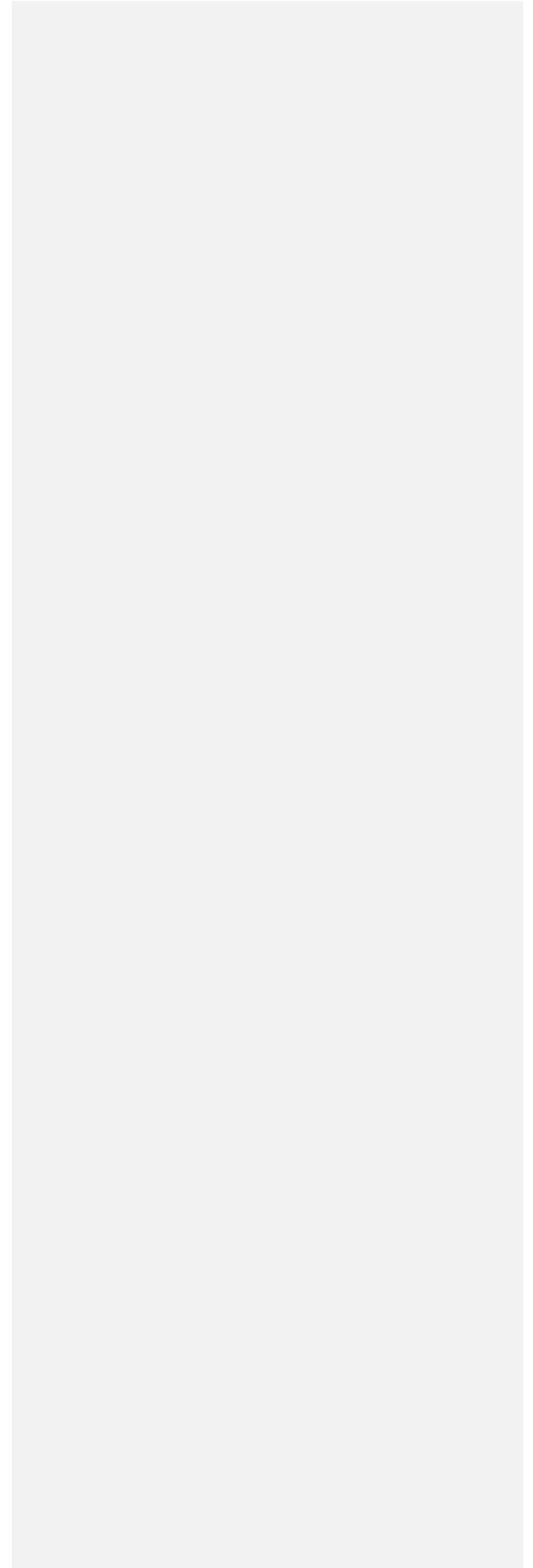
**35. We call upon the federal government to eliminate barriers to the creation of additional Aboriginal healing lodges within the federal correctional system.**

This Call to Action is regarding the federal correctional system, which is the responsibility of the federal government.



**37. We call upon the federal government to provide more supports for Aboriginal programming in halfway houses and parole services.**

This Call to Action is directed to the Federal Government.



**39. We call upon the federal government to develop a national plan to collect and publish data on the criminal victimization of Aboriginal people, including data related to homicide and family violence victimization.**

GNL supports collaboration between jurisdictions on criminal justice issues, and will work with other jurisdictions to reduce the criminal victimization of Aboriginal people, within the confines of provincial privacy legislation.

Representatives from GNL will be in attendance at the Government of Manitoba's Justice Practitioners' Summit on Missing and Murdered Indigenous Women and Girls in January 2016. In addition, GNL participates in many inter-jurisdictional committees, such as the Aboriginal Affairs Working Group, the Federal/Provincial/Territorial table on Justice and Public Safety and the National Roundtable on Missing and Murdered Indigenous Women and Girls. GNL recognizes the great value in these fora, and GNL supports such collaboration between jurisdictions in order to communicate and learn from best practices and provide the best possible policy options for all residents of Canada.

**41. We call upon the federal government, in consultation with Aboriginal organizations, to appoint a public inquiry into the causes of, and remedies for, the disproportionate victimization of Aboriginal women and girls. The inquiry's mandate would include:**

- i. Investigation into missing and murdered Aboriginal women and girls.*
- ii. Links to the intergenerational legacy of residential schools.*

GNL continues to support a call for an inquiry into missing and murdered Aboriginal women and girls.

GNL is pleased to see that the federal government has launched the first phase of the National Inquiry, the Design Phase. GNL commits to participate in this National Inquiry, and implement the resulting recommendations which are applicable to the provincial government.

GNL recognizes that Aboriginal women are especially vulnerable of being victims of violence, and has demonstrated that eliminating violence against Aboriginal women is a priority. Following the death of Loretta Saunders, an Inuit woman from Labrador studying in Nova Scotia, and to reiterate and emphasize Newfoundland and Labrador's support for a National Inquiry, on March 18, 2014, the House of Assembly unanimously passed an All-party Resolution calling upon the federal government to convene a National Inquiry into Missing and Murdered Aboriginal Women and Children.

Additionally, GNL has taken many measures to eliminate violence, including funding for shelters in Nunatsiavut communities; funding for community-based supports for Inuit Women and the Newfoundland Aboriginal Women's Network; an Aboriginal Grants Program to assist Aboriginal women in promoting violence prevention in their communities; a new Aboriginal Men's Violence Prevention Grants program which focuses on engaging men and boys in the prevention of violence; and the Violence Prevention Initiative, a province-wide initiative that aims to eliminate all violence in the province, including violence against Aboriginal women and girls. GNL is working towards establishing a new Domestic Violence Court model for Labrador.

**44. We call upon the Government of Canada to develop a national action plan, strategies, and other concrete measures to achieve the goals of the United Nations Declaration on the Rights of Indigenous Peoples.**

GNL acts within the limits of the federal endorsement of the United Nations Declaration.

GNL supports Aboriginal governments and organisations in their path to self-determination and autonomy.

GNL will continue to address Aboriginal rights through negotiation and settlement of land claims and will address Aboriginal aspirations for self-determination through the negotiation of self-government agreements and agreements to devolve provincial programs and services.

Through the negotiation and implementation of land claim, self-government, and other agreements, as well as the development of specific policies and programs, GNL will continue to support initiatives that respect and promote the unique cultures and identities of Aboriginal people.

GNL has made solid progress and established a base from which success can be continued, in some instances by supporting Aboriginal people in their self-determination, and in other instances by advocating within Government to ensure policies, programs and services are developed and implemented in a culturally appropriate manner.

The Labrador Inuit Land Claims Agreement (LILCA) provides the Nunatsiavut Government with law-making authority in relation to matters respecting programs, services and facilities for Inuit.

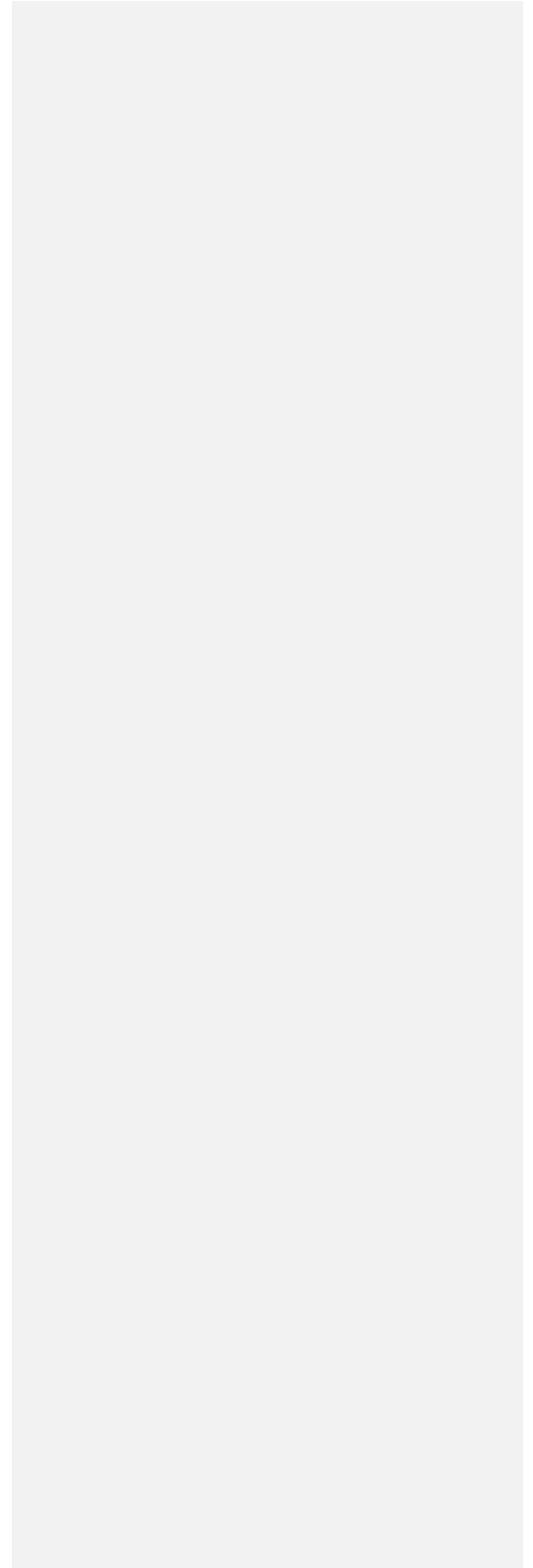
GNL is in negotiations with the federal government and the Labrador Innu regarding their land claim, which could have similar law-making authority. The Miawpukek First Nation signed a self-government Agreement-in-Principle which also outlines similar law-making authority.

GNL conducts Aboriginal consultation, and discharges any Duty to Consult that may arise, in a manner consistent with prevailing Canadian case law, as most notably propounded by the Supreme Court of Canada,

The Province has also incorporated resource revenue sharing and Impacts and Benefits Agreements (IBAs) policies into the LILCA, and the Innu Land Claim Agreement-in-Principle. NL also understands that proponents have reached Agreements with Aboriginal stakeholders for large resource development projects, where appropriate, often during the course of Environmental Assessments and Aboriginal consultation on the development. These arrangements help to assist the economic participation of Aboriginal people in the Province.

An inclusive and consultative approach to Government decision-making embodies the principles of Aboriginal law and policy that are cornerstones of Canada's constitutional and legal frameworks. GNL continues to support appropriate efforts to induce greater recognition of, promotion of, and respect for Aboriginal people in NL and across Canada.

GNL's actions in this area demonstrate Government's commitment to the principles of the Declaration as the framework for reconciliation.



**45. We call upon the Government of Canada, on behalf of all Canadians, to jointly develop with Aboriginal peoples a Royal Proclamation of Reconciliation to be issued by the Crown. The proclamation would build on the Royal Proclamation of 1763 and the Treaty of Niagara of 1764, and reaffirm the nation-to-nation relationship between Aboriginal peoples and the Crown. The proclamation would include, but not be limited to, the following commitments:**

- i. Repudiate concepts used to justify European sovereignty over Indigenous lands and peoples such as the Doctrine of Discovery and terra nullius.*
- ii. Adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.*
- iii. Renew or establish Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future.*
- iv. Reconcile Aboriginal and Crown constitutional and legal orders to ensure that Aboriginal peoples are full partners in Confederation, including the recognition and integration of Indigenous laws and legal traditions in negotiation and implementation processes involving Treaties, land claims, and other constructive agreements.*

GNL conducts Aboriginal consultation, and discharges any Duty to Consult that may arise, in a manner consistent with prevailing Canadian case law, as most notably propounded by the Supreme Court of Canada. An inclusive and consultative approach to Government decision-making embodies the principles of Aboriginal law and policy that are cornerstones of Canada's constitutional and legal frameworks.

GNL acts within the limits of the federal endorsement of the United Nations Declaration on the Rights of Indigenous Peoples. The adoption or endorsement of international conventions and declaration is a matter of exclusive federal responsibility. GNL notes that the federal government has committed to implementing the Declaration, and looks forward to collaborating with the federal government and Aboriginal governments and organisations regarding how the Declaration would be implemented in NL, as applicable.

GNL will continue to address Aboriginal rights through negotiation and settlement of land claims and will address Aboriginal aspirations for self-determination through the negotiation of self-government agreements and agreements to devolve provincial programs and services. GNL supports Aboriginal governments and organisations in their path to self-determination and autonomy.

GNL has made solid progress and established a base from which success can be continued, in some instances by supporting Aboriginal people in their self-determination, and in other instances by advocating within Government to ensure policies, programs and services are developed and implemented in a culturally appropriate manner.

GNL continues to support reconciliation and support appropriate efforts to induce greater recognition of, promotion of, and respect for Aboriginal people in NL and across Canada.

**46. We call upon the parties to the Indian Residential Schools Settlement Agreement to develop and sign a Covenant of Reconciliation that would identify principles for working collaboratively to advance reconciliation in Canadian society, and that would include, but not be limited to:**

- i. Reaffirmation of the parties' commitment to reconciliation.*
- ii. Repudiation of concepts used to justify European sovereignty over Indigenous lands and peoples, such as the Doctrine of Discovery and terra nullius, and the reformation of laws, governance structures, and policies within their respective institutions that continue to rely on such concepts.*
- iii. Full adoption and implementation of the United Nations Declaration on the Rights of Indigenous Peoples as the framework for reconciliation.*
- iv. Support for the renewal or establishment of Treaty relationships based on principles of mutual recognition, mutual respect, and shared responsibility for maintaining those relationships into the future.*
- v. Enabling those excluded from the Settlement Agreement to sign onto the Covenant of Reconciliation.*
- vi. Enabling additional parties to sign onto the Covenant of Reconciliation.*

This Call to Action is directed to the parties to the Indian Residential Schools Settlement Agreement. Unfortunately, no schools in NL were designated by the former federal government under the Indian Residential Schools Settlement Agreement.

GNL continues to call upon the federal government to address this exclusion. GNL continues to encourage the federal government to consider schools in this province that were not included in the federal settlement of residential schools, and proceed expeditiously to conclude these claims.

GNL is dedicated to supporting efforts both nationally and provincially to improve the lives of Aboriginal people. GNL supports the call of the Commission for reconciliation.

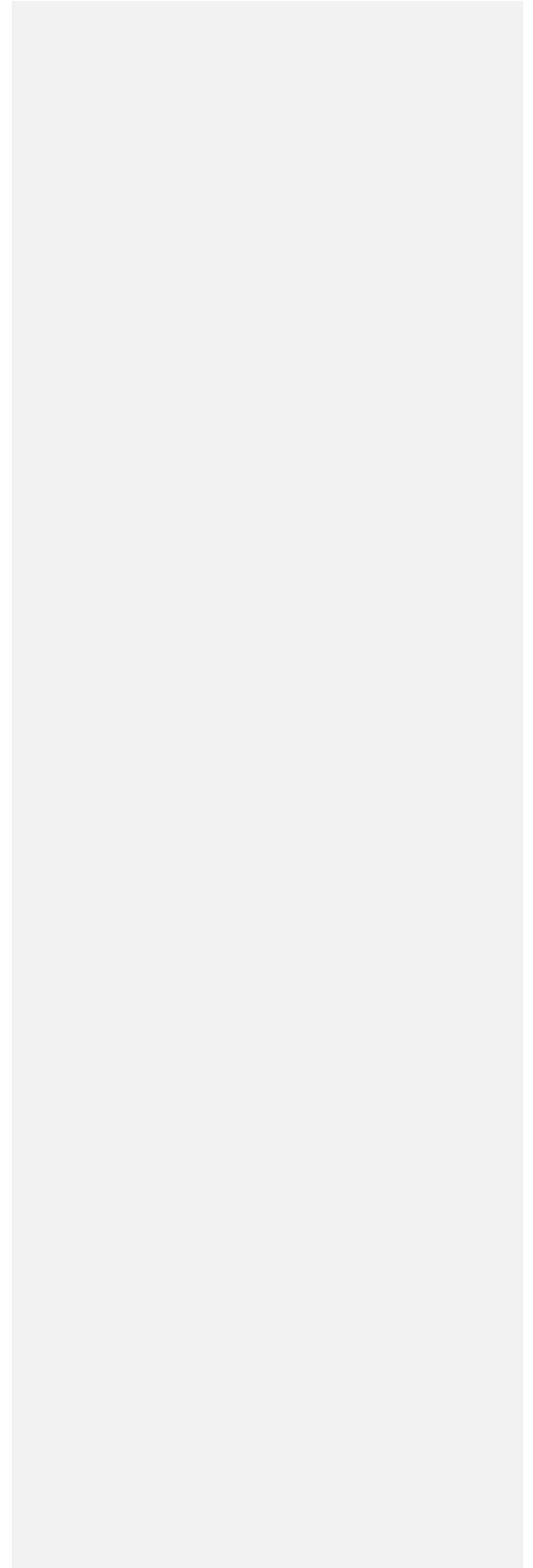
GNL conducts Aboriginal consultation, and discharges any Duty to Consult that may arise, in a manner consistent with prevailing Canadian case law, as most notably propounded by the Supreme Court of Canada. An inclusive and consultative approach to Government decision-making embodies the principles of Aboriginal law and policy that are cornerstones of Canada's constitutional and legal frameworks.

GNL acts within the limits of the federal endorsement of the United Nations Declaration on the Rights of Indigenous Peoples. The adoption or endorsement of international conventions and declaration is a matter of exclusive federal responsibility. GNL notes that the federal government has committed to implementing the Declaration, and looks forward to collaborating with the federal government and Aboriginal governments and organisations regarding how the Declaration would be implemented in NL, as applicable.

GNL will continue to address Aboriginal rights through negotiation and settlement of land claims and will address Aboriginal aspirations for self-determination through the negotiation of self-government agreements and agreements to devolve provincial programs and services. GNL supports Aboriginal governments and organisations in their path to self-determination and autonomy.

GNL has made solid progress and established a base from which success can be continued, in some instances by supporting Aboriginal people in their self-determination, and in other instances by advocating within Government to ensure policies, programs and services are developed and implemented in a culturally appropriate manner.

GNL continues to support reconciliation and support appropriate efforts to induce greater recognition of, promotion of, and respect for Aboriginal people in NL and across Canada.



**67. We call upon the federal government to provide funding to the Canadian Museums Association to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and to make recommendations.**

GNL will review the policies of The Rooms, the Provincial museum, archives and art gallery, to ensure that the work of the museum is compliant with the Declaration and that Aboriginal perspectives are incorporated into its work. It is noted that this is a significant policy decision which requires continued analysis. GNL is conducting further assessment to ascertain the most appropriate action.

GNL supports the TRC's call for reconciliation and encourages the federal government, to work with Aboriginal communities and move forward in reconciliation.

**69. We call upon Library and Archives Canada to:**

- i. Fully adopt and implement the United Nations Declaration on the Rights of Indigenous Peoples and the United Nations Joinet-Orentlicher Principles, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools.*
- ii. Ensure that its record holdings related to residential schools are accessible to the public.*
- iii. Commit more resources to its public education materials and programming on residential schools.*

GNL will review the policies of The Rooms, the Provincial museum, archives and art gallery, to ensure that records relating to Aboriginal people are open and accessible, and that programming is inclusive and culturally appropriate. It is noted that this is a significant policy decision which requires continued analysis. GNL is conducting further assessment to ascertain the most appropriate action.

GNL supports the TRC's call for reconciliation and encourages Library and Archives Canada to work with Aboriginal communities and move forward in reconciliation, ensuring that records and materials on Aboriginal culture and history are accessible and available to the public.

**70. We call upon the federal government to provide funding to the Canadian Association of Archivists to undertake, in collaboration with Aboriginal peoples, a national review of archival policies and best practices to:**

- i. Determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and the United Nations Joint-Ortlicher Principles, as related to Aboriginal peoples' inalienable right to know the truth about what happened and why, with regard to human rights violations committed against them in the residential schools.*
- ii. Produce a report with recommendations for full implementation of these international mechanisms as a reconciliation framework for Canadian archives.*

GNL will review the policies of The Rooms, the Provincial museum, archives and art gallery, to ensure that records relating to Aboriginal people are open and accessible, and that programming is inclusive and culturally appropriate. It is noted that this is a significant policy decision which requires continued analysis. GNL is conducting further assessment to ascertain the most appropriate action.

GNL supports the TRC's call for reconciliation and encourages the federal government, to collaborate with Aboriginal governments and organisations, and the Canadian Association of Archivists, to move forward in reconciliation.

**86. We call upon Canadian journalism programs and media schools to require education for all students on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal–Crown relations.**

This is a policy decision that requires further analysis. One of the two publically-funded post-secondary institutions in the Province, the College of the North Atlantic, offers a journalism program. GNL encourages the College of the North Atlantic to collaborate with Aboriginal governments and organisations to incorporate courses and workshops on Aboriginal culture and experience into their journalism program. GNL recognizes the value of providing cultural competency training to journalism students in order to ensure that the next generation of journalists understand and appreciate the value of incorporating Aboriginal history and perspective into media outputs.

GNL supports the TRC's call for reconciliation and encourages the Canadian journalism programs and media schools to work with Aboriginal communities to move forward in reconciliation.

**89. We call upon the federal government to amend the Physical Activity and Sport Act to support reconciliation by ensuring that policies to promote physical activity as a fundamental element of health and well-being, reduce barriers to sports participation, increase the pursuit of excellence in sport, and build capacity in the Canadian sport system, are inclusive of Aboriginal peoples.**

GNL's Department of Seniors, Wellness and Social Development is responsible for health promotion, wellness and sport. GNL released its Provincial Wellness Plan in 2006, and it is currently being updated. GNL will ensure that the updated Provincial Wellness Plan is inclusive of all residents of NL, including Aboriginal people.

GNL supports the TRC's call for reconciliation and encourages the federal government, to work with Aboriginal communities and move forward in reconciliation, and ensure all policies are inclusive of Aboriginal people.

**90. We call upon the federal government to ensure that national sports policies, programs, and initiatives are inclusive of Aboriginal peoples, including, but not limited to, establishing:**

- i. In collaboration with provincial and territorial governments, stable funding for, and access to, community sports programs that reflect the diverse cultures and traditional sporting activities of Aboriginal peoples.*
- ii. An elite athlete development program for Aboriginal athletes.*
- iii. Programs for coaches, trainers, and sports officials that are culturally relevant for Aboriginal peoples.*
- iv. Anti-racism awareness and training programs.*

This is a policy decision that requires further analysis. GNL is conducting further assessment to ascertain the most appropriate action.

GNL's Department of Seniors, Wellness and Social Development is responsible for health promotion, wellness, and sport. GNL will work to ensure all programs, policies and initiatives related to sports and activity are inclusive of Aboriginal people and Aboriginal culture.

GNL supports the TRC's call for reconciliation and encourages the federal government, to work with Aboriginal communities and move forward in reconciliation.