

TOWARD RECONCILIATION

ADVANCING THE TRUTH AND RECONCILIATION COMMISSION
OF CANADA'S CALLS TO ACTION IN NEWFOUNDLAND AND
LABRADOR

GOVERNMENT OF NEWFOUNDLAND AND LABRADOR

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SELECTED ACRONYMS

INDIGENOUS GOVERNMENTS AND ORGANIZATIONS

FB	No'kmeq Village (Flat Bay Indian Band)
IN	Innu Nation
LFC	Labrador Friendship Centre
MIFN	Mushuau Innu First Nation
MFN	Miawpukek First Nation
MFNAN	Mi'kmaq First Nations Assembly of Newfoundland
NAWN	Newfoundland Aboriginal Women's Network
NNWA	Newfoundland Native Women's Association
NG	Nunatsiavut Government
NCC	NunatuKavut Community Council
QFN	Qalipu First Nation
SIFN	Sheshatshiu Innu First Nation
SJNFC	St. John's Native Friendship Centre

GOVERNMENT & DEPARTMENTS

AESL	Advanced Education, Skills and Labour
CSSD	Children, Seniors and Social Development
EECD	Education and Early Childhood Development
EC	Executive Council
FIN	Finance
HCS	Health and Community Services
HRS	Human Resources Secretariat
IAS	Intergovernmental and Indigenous Affairs Secretariat
JPS	Justice and Public Safety
OLA	Office of Labrador Affairs
MAE	Municipal Affairs and Environment
SNL	Service NL
TCII	Tourism, Culture, Industry and Innovation
WPO	Women's Policy Office

OTHER

CNA	College of the North Atlantic
LILCA	Labrador Inuit Land Claims Agreement
MCP	Medical Care Plan
MOU	Memorandum of Understanding
MUN	Memorial University of Newfoundland
NL	Newfoundland and Labrador
TRC	Truth and Reconciliation Commission of Canada
UNDRIP	United Nations Declaration for the Rights of Indigenous Peoples

INTRODUCTION

In response to legal action by former students of Indian Residential Schools across Canada in 2005, the Federal Government entered into settlement negotiations and concluded the Indian Residential Schools Settlement Agreement¹ in 2007. The TRC was created as a part of the Settlement Agreement.

No schools in Newfoundland and Labrador (NL) were designated under the Settlement Agreement, but individual Labrador Inuit and Innu did launch legal action, which was later consolidated into a class-action lawsuit against the Federal Government over schools in this province. The class-action lawsuit included approximately 1,200 individuals. On May 10, 2016, a \$50 million settlement with the Federal Government was reached. The settlement included four schools located in Labrador and St. Anthony from 1949-1979. The settlement also includes \$2 million for reconciliation and healing².

The TRC³ was mandated by the Federal Government to inform Canadians about Indian Residential Schools, and to guide a process of reconciliation through documenting information from survivors, families, communities and anyone else affected by the experience. The TRC, led by retired Justice Murray Sinclair, visited more than 300 communities after it began hearings in Winnipeg in June 2010. The public hearings were completed in Edmonton on March 30, 2015. There were more than 6,500 statements taken during this time, ranging in length from ten minutes to five hours.

The TRC asserts reconciliation is about establishing and maintaining a mutually respectful relationship between Indigenous and non-Indigenous people in Canada. Several necessary key steps toward instilling mutual respect and understanding into this relationship are noted by the TRC as: awareness of the past; acknowledgement of harm that has been inflicted; atonement for the causes; and action to change behavior. The TRC endeavors, through its work, to show how this can be done through a national process. The TRC asserts that full reconciliation will need to occur over generations, with systemic changes across all aspects of Canadian society, and although it could not be achieved during the TRC's lifetime, Canadians can and must take concrete steps forward⁴.

The TRC released its 94 Calls to Action on June 2, 2015⁵. Of those Calls to Action, approximately one-third are directed at provincial and territorial governments. The Calls provide a platform to “redress the legacy of residential schools and advance the process of Canadian reconciliation”. The TRC released its Final Report on December 15, 2016, whose volumes include a two-part history of Residential Schools; The Inuit and Northern Experience; The Métis Experience; Missing Children and Unmarked Burials; the Legacy of Residential Schools; and, Reconciliation.

Prime Minister Trudeau has apologized for the failings of the Federal Government, and reiterated his government's commitment to reconciliation by working with Indigenous leaders, provinces and territories, parties to the Settlement Agreement, and other key partners, to design a National Engagement

¹ Schedule N of the Indian Residential Schools Settlement Agreement.

<http://www.trc.ca/websites/trcinstitution/index.php?p=7>

² Settlement Approval Order. https://kmlaw.ca/wp-content/uploads/2010/07/NFLD_Order_30sep16.pdf

³ Truth and Reconciliation Commission Website. <http://www.trc.ca/websites/trcinstitution/index.php?p=890>

⁴ What We Have Learned: Principles of Truth and Reconciliation.

<http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Principles%20of%20Truth%20and%20Reconciliation.pdf>

⁵ TRC Calls to Action. http://www.trc.ca/websites/trcinstitution/File/2015/Findings/Calls_to_Action_English2.pdf

Strategy for developing and implementing a National Reconciliation Framework, that will include a formal response to the TRC's Calls to Action. On November 24, 2017, Prime Minister Trudeau provided an apology in Happy Valley-Goose Bay, NL on behalf of the Federal Government to former students of NL Residential Schools, including the Lockwood School in Cartwright, the Makkovik Boarding School, the Nain Boarding School, the St. Anthony Orphanage and Boarding School and the Yale School in Northwest River⁶.

The 94 Calls to Action, included as Appendix A, are divided by Legacy and Reconciliation. The Legacy categories are: Child Welfare; Education; Language and Culture; Health; Justice. The Reconciliation categories are: Canadian Governments and the United Nations Declaration on the Rights of Indigenous People; Royal Proclamation and Covenant of Reconciliation; Settlement Agreement Parties and the United Nations Declaration on the Rights of Indigenous Peoples; Equity for Aboriginal People in the Legal System; National Council for Reconciliation; Professional Development and Training for Public Servants; Church Apologies and Reconciliation; Education for Reconciliation; Youth Programs; Museums and Archives; Missing Children and Burial Information; National Centre for Truth and Reconciliation; Commemoration; Media and Reconciliation; Sports and Reconciliation; Business and Reconciliation; Newcomers to Canada.

The following Report showcases action that Government is taking in response to the Calls to Action within the purview, exclusively or otherwise, of provincial governments, as well as a multiplicity of Calls to Action directed to the Federal Government and third party organizations. A summary of those Calls to Action on which Government is taking action are included as Appendix B.

Given the process outlined in the recommendations, the full implementation of the Calls to Action will take time and, in NL, require ongoing collaboration between Government and provincial Indigenous Governments and Organizations. In Premier Ball's mandate letter, dated December 14, 2015, he commits to "lead the implementation of the calls to action set out in the interim report of the federal Truth and Reconciliation Commission which are applicable to the provincial government".

Government sees the TRC's Calls to Action as the ideals that will guide a path to reconciliation and is committed to partnering with Indigenous Governments and Organizations on this journey. To that end, Government has consulted provincial Indigenous Governments and Organizations on an assessment of action being taken that address the Calls to Action, and will continue to work with, partner, and collaborate with those organizations to advance the Calls moving forward. Government will monitor its efforts taken to advance the Calls to Action into the future.

This Report is intended to highlight key areas for collaboration and action, and to establish the starting point of Government's efforts toward mutually respectful relationships with all Indigenous Governments and Organizations in NL, to support their path to self-determination and autonomy, and to advance the well-being of all Indigenous people in NL.

⁶ *Statement of Apology on Behalf of the Government of Canada to Former Students of the Newfoundland and Labrador Residential Schools.* <https://pm.gc.ca/eng/news/2017/11/24/statement-apology-behalf-government-canada-former-students-newfoundland-and-labrador>

LEGACY

The following Calls to Action are intended to redress the legacy of residential schools and advance the process of Canadian reconciliation. The Legacy Calls to Action fall into the following subcategories: Child Welfare; Education; Language and Culture; Health; and Justice. In this section you will find action that Government is taking within these Calls to Action to advance reconciliation in NL.

CHILD WELFARE

REDUCING THE NUMBER OF INDIGENOUS CHILDREN IN CARE

Call to Action 1

Government takes the welfare of all children in the province very seriously. To reduce the number of Indigenous children in care in NL, Government is taking action in partnership with Indigenous Governments and Organizations in the province, as well as the Federal Government and other provincial and territorial governments.

The Way Forward

The Way Forward, released in November 2016, committed to identifying strategies of continued program growth in child protection and in care services, including: supports and services provided to families to mitigate the risk for children and prevent removal, information from front line staff focus groups on the reasons why children come into care, review of permanency planning for children in care, and consideration of how we support foster families. This work is complemented with research into best and promising practices in child welfare that address factors contributing to program growth.

Partnering on Child Protection Services Investigations and Placements

The involvement of Indigenous communities in the implementation and delivery of programs and services, including the placement of children or youth in care, is essential. Government's Department of Children, Seniors and Social Development (CSSD) works very closely with Mushuau Innu First Nation, Sheshatshiu Innu First Nation, and Nunatsiavut Government in the planning and coordination of service delivery in the two Innu communities and five Inuit communities in Labrador. CSSD also has a working relationship with Miawpukek First Nation in Conne River, where a CSSD social worker is contracted by Miawpukek First Nation to deliver child protection services in a culturally meaningful and appropriate manner.

As part of its role, CSSD continues to monitor and assess child protection investigations, including those that occur as a result of neglect. These investigations are ongoing through:

- Monitoring quality indicators and performing clinical audits and file reviews through the Quality Assurance Division;
- Case discussions with supervisors and front line staff through a clinical supervisory model;
- Monthly file reviews by Clinical Program Supervisors; and,
- The risk management decision making system to assist social workers in the investigation and management of cases.

Where a child or youth is in need of protective intervention, the primary goal of CSSD is to work with the family to mitigate risk so the child can safely remain at home. CSSD partners with Indigenous Governments

and Organizations to enhance culturally appropriate supports in communities for parents to keep families together.

Having additional foster home resources in home communities is critical to ensuring those children and youth who are unable to remain at home with their parents are provided with care in their own community. Foster parents are recruited, assessed, approved and supported by local CSSD offices across the province. All applicants must complete the PRIDE (Parent Resources for Information, Development and Education) program. PRIDE is a standardized, competency based model for preparing and assessing foster parent applicants. The PRIDE assessment process includes eight information sessions and a comprehensive home assessment. All foster families caring for or adopting children or youth benefit from increased cultural awareness. CSSD is exploring how to best adapt and broaden the delivery of PRIDE to families adopting Indigenous children and youth both inside and outside their home communities. To this end, CSSD is working with Nunatsiavut Government to develop a pilot project to increase foster home capacity in Nunatsiavut.

Where a child or youth cannot safely remain in the family home, efforts to ensure they can reside in an out-of-home placement within their community include:

- Collaborating with Nunatsiavut Government on adapting PRIDE foster home training and the Foster a Future Campaign to recruit more Indigenous foster homes;
- Increasing kinship and foster home payments with higher percentage increases for Indigenous communities (15% for homes in Labrador, and 30% for homes in remote communities in Labrador); and,
- Collaborating with Mushuau Innu First Nation, Sheshatshiu Innu First Nation and Nunatsiavut Government to develop additional community residential placements.

In cases where it is necessary for a child or youth to be placed outside of their community, CSSD facilitates family access and provides funding for that child or youth to return to their community for family visits to maintain vital familial and cultural connections.

During child protection investigations many aspects of a family's history and experiences, including the possibility of intergenerational trauma as a result of residential schools and its impact on children and their caregivers, must be considered. Government is committed to further improvement in this area through the development of outcome indicators to enhance monitoring of CSSD programs and services, through the implementation of a new risk management system, the Structured Decision Making (SDM) model, and through the development of enhanced information management through the Integrated Service Management System, which will enhance efficiency, and provide additional detail to enhance the ability to report on Indigenous children and youth, and monitor and assess neglect investigations.

Structured Decision Making (SDM) treats individuals in the same manner, regardless of individual characteristics. CSSD has provided Indigenous Governments and Organizations with an introduction to the SDM model and will provide additional information about the model as desired. During the development of a safety plan or a family centered action plan, CSSD utilizes various interventions depending on the family's unique circumstances to help prevent the recurrence of further maltreatment and assist caregivers to provide safe and protective environments.

Cultural Awareness in Child Welfare Investigations

Government continues to work toward ensuring those who conduct child-welfare investigations are properly educated and trained about the history and impacts of residential schools and on the identified ways for Indigenous communities and families to provide more appropriate solutions to family healing, and requiring all child-welfare decision makers consider the impact of the residential school experience on children and their caregivers.

The *CYCP Act* requires that social workers consider the child or youth's identity and cultural and community connections in making decisions under the Act in the best interests of children/youth. To that end, CSSD has an Aboriginal Consultant who provides necessary expertise into CSSD programs and services to ensure they are reflective of Indigenous peoples and the important role that Indigenous communities and families play in family healing and the protection of children/youth. CSSD also continues to work closely with Mushuau Innu First Nation, Sheshatshiu Innu First Nation, Nunatsiavut Government as well as Miawpukek First Nation in the delivery of child, youth, and family services.

CSSD hires professionally certified social workers to deliver child protection services. The CSSD Training Unit provides training to CSSD social workers and clinical program supervisors involved in child protection investigations in an array of crucial fields including family violence and child development. The Training Unit's Pre-Core training, which is provided to all new social workers, includes a session with CSSD's Aboriginal Consultant. During this session the consultant provides an overview of the history of Indigenous people and the residential schools, and the importance of cultural sensitivity in social work practice. Intergenerational trauma and its social significance within the child welfare system is also briefly discussed during this session. Intergenerational trauma and its social significance within the child welfare system is also briefly discussed during this session.

CSSD has also worked with Nunatsiavut Government to provide training on intergenerational trauma to foster parents, CSSD staff and other professionals who work with children from Inuit communities.

Development and Refinement of Training

The CSSD Training and Development Unit currently has a temporary Curriculum Writer dedicated to updating departmental training. These updates include revisions to various training modules with the objective to provide social workers with the most current information/research available in the profession. The Curriculum Writer is working on the development and addition of culturally competent social work practice curriculum into these training modules and will ensure training is developed to reflect the specific Calls in the Truth and Reconciliation Commission's Report.

This training will be consistent with the most current social work practices with a focus on intercultural competency; skills based training in human rights and anti-racism training being incorporated. CSSD will work with Indigenous partners to develop and review curriculum to meet the needs of social workers in gaining the knowledge and skills to work in a culturally competent manner and to understand the history and impacts of residential schools. Indigenous partners will play a central role in reviewing options for training and in guiding and selecting the most appropriate and desired method to help social workers obtain the required knowledge and skills. The Training and Development Unit is also working to ensure that any training provided to social workers in the Labrador Region, as well as within the newly developed curriculum, is dispersed to all social workers employed in the field of child welfare in the province.

The Training Unit is also developing Child Development and Effects of Maltreatment Training. These training modules incorporate the importance of cultural sensitivity when working with Indigenous people, and suggestions are provided on how to practice with a culturally sensitive lens. CSSD is currently undertaking a review of its training modules and piloting an Introduction to Family Violence training. This training contains a section on working with those experiencing family violence in Indigenous families and the potential role of intergenerational trauma.

In addition, and as explored further in this report, cultural competency training will be available to all core public service employees in order to enhance overall cultural awareness. Priority consideration will be given to employees who provide services to the various Indigenous and other multicultural clients.

REPORTING ON CHILDREN IN CARE

Calls to Action 2, 55i

Government prioritizes monitoring and evaluation and is adding outcome monitoring to its continual efforts to achieve quality improvements to its services for children, youth and families in the province. Statistics related to the number and proportion of Indigenous children and youth in the protective intervention, in care, community youth corrections and youth services programs by region are compiled quarterly and are posted to CSSD's website, which is accessible to our Indigenous partners and service providers.

Government is currently undergoing analysis on how best to gather and aggregate data related to the reasons for apprehension, the total spending on preventive and care services by child-welfare agencies, and the effectiveness of various interventions, given the complex and multifaceted reasons that a child could be placed into care.

Government participates in the Federal Provincial/Territorial Indigenous Children and Youth in Care Working Group that has a Sub-committee on Data and Reporting with the mandate of improving data collection and reporting on Indigenous children in care, and to promote the availability and sharing of accurate and reliable data on Indigenous-specific outcomes. The Working Group's work plan includes reviewing available data related to Indigenous child welfare and existing gaps in information; collecting information on data systems used to administer child welfare services across Canada and identification of best practices; establishment of clear definitions and parameters for reporting data; reviewing information sharing agreements and identifying key partnerships.

CSSD is currently developing a new information management system, the Integrated Service Management System, which will enhance efficiency and improve reporting capabilities. Currently, information related to the reason that children or youth come into care is not collected within the information system. However, Government will provide any available information it has that may be related to the National Council for Reconciliation upon request.

JORDON'S PRINCIPLE

Call to Action 3

In NL, Government provides the same level health care services to all residents of the Province holding a MCP card. Government is committed to ensuring that Indigenous children and youth do not experience delay, denial, or disruption of necessary services because of jurisdictional disputes.

The federal Child First Initiative helps to implement the Jordan's Principle that ensures all First Nations children in Canada can access the products, services and supports they need, when they need them. Traditionally, funding through this initiative was available to all First Nations children whether they live on or off-reserve. However, the Federal Government has recently announced that Inuit children can also avail of this service. The Federal Government has three Service Coordinators in each for the First Nations Reserve communities of Conne River, Sheshatshiu and Natuashish who offer Indigenous families' navigation and coordination support, facilitating access to federal and provincial funded services. Applicants living off-reserve can contact any of the Jordan's Principle Service Coordinators in Conne River, Sheshatshiu or Natuashish.

Government ensures Indigenous children in the province have access to needed services comparable to those available to other children in the province, whether or not a dispute with the Federal Government arises. Government is determining whether the jurisdictional dispute mechanism is the most appropriate action to ensure Indigenous children and youth receive timely programs and services.

INDIGENOUS CHILD WELFARE LEGISLATION

Call to Action 4

Call to Action 4 is directed at the Federal Government and relates to Indigenous child welfare legislation. While the Federal Government has a constitutional and fiduciary responsibility for Indigenous people, it has not, to date, enacted legislation in the area of Indigenous child welfare. Government has legislative authority for the provision of and delivers the full suite of child welfare services across the province, including in Indigenous communities and on Reserve.

Government has legislative authority for the provision and delivers the full suite of child welfare services across the province, including on Reserve. The Federal Government partially discharges its responsibility for child welfare service on Reserve in NL by providing funding to Government to cover the cost of placing children or youth in care.

Through the negotiation and implementation of land claim, self-government, and other agreements, as well as the development of specific policies and programs, Government supports appropriate efforts to induce greater recognition of, promotion of, and respect for Indigenous people in NL and across Canada, and continues to support initiatives that respect and promote the unique cultures and identities of Indigenous people.

In relation to negotiation and settlement of specific agreements in NL, the Labrador Inuit Land Claim Agreement provides Nunatsiavut Government with law-making authority in relation to matters respecting social, family, youth and children's programs, services and facilities for Inuit. Until this authority is exercised, Government will continue to provide child, youth and family services to Nunatsiavut Beneficiaries. Government is in negotiations with the Federal Government and the Labrador Innu regarding their land claim, which could have similar law-making authority. Miawpukek First Nation signed a self-government Agreement-in-Principle in 2013 which also outlines similar law-making authority.

Newfoundland and Labrador Children, Youth and Families Act (2019)

Government recognizes that legislative provisions governing child and youth protection are strengthened through the recognition of the unique needs of Indigenous children, youth and families in NL. Government's new *Children, Youth and Families Act* (the Act), which is intended to be proclaimed in spring

of 2019, builds on the principles of previous provincial legislation and is child and youth-centered, family-focused and culturally responsive.

The *Act* will provide legislative authority for the provision of child welfare services throughout the province.

To that end, the previous *Act* received in-depth review and consultation since 2016 with Indigenous Governments and Organizations in NL – a critical element to ensuring child protection legislation reflects the unique cultural needs of Indigenous children, youth and families.

The *Act* places increased emphasis on addressing the needs of Indigenous children and youth in NL. There are six main areas where changes are being put into place:

1. Improving information sharing, including to Indigenous governments and organizations;
2. Enhancing the focus on keeping families intact;
3. Expanding permanent options for children and youth in foster care, whether that's with their families or origin or elsewhere;
4. Strengthening service delivery for Indigenous youth and children, and their families;
5. Identifying and supporting youth needing protection; and,
6. Developing a licensing regime for out-of-home care placements.

The *Act* will strengthen service delivery to Indigenous children, youth and their families by:

- Requiring that a cultural connection plan for an Indigenous child or Indigenous youth who is removed from his or her family be included in the plan that is filed with the court for the Indigenous child or youth;
- Establishing the ability for Indigenous representative of prescribed Indigenous governments or organizations to be heard in court;
- Requiring specific placement considerations for Indigenous children and Indigenous youth who are in the care or custody of a Manager;
- Requiring that notice of hearings relating to the supervision and custody of an Indigenous child or Indigenous youth be served to Indigenous representatives; and
- Providing authority to delegate functions and services under the *Act* to an Indigenous government of organization.

The *Act* requires that the paramount consideration of all decisions made under the *Act* shall be in the best interests of children/youth. This includes the explicit requirement to consider the child or youth's identity and cultural and community connections.

CULTURALLY-APPROPRIATE PARENTING PROGRAMS

Call to Action 5

Government is committed to partnering with Indigenous Governments and Organizations to enhance culturally appropriate supports for parents to keep families together. To this end, Government ensures partnership and collaboration with Regional Health Authorities, Indigenous Governments and Organizations, and the federal government in the delivery of services to promote health and wellness in Indigenous communities in NL. Government partners with Regional Health Authorities, as well as community groups in the province, to deliver various parenting programs, supports and services such as Healthy Baby Clubs, parent support, and intervention services. There are 30 Family Resource Centre hubs

with 120+ satellites across the province. In addition to the Family Resource Centre and hubs funded through Nunatsiavut Government, the St. John's Native Friendship Centre receives funding for a Center in St. John's. As well, Government's Program Development Specialist for Indigenous Education is a member of the Parental Engagement Committee, in partnership with Nunatsiavut Government, and attends planning meetings aimed at increasing parental participation in their child's education.

Government's Department of Education and Early Childhood Development's (EECD) province-wide provincial early childhood learning consultations conducted throughout the province gathered ideas, opinions and expertise from across the province, and included engaged with Innu Nation, Nunatsiavut Government, NunatuKavut Community Council, Miawpukek First Nation, Mushuau Innu First Nation, and Sheshatshiu Innu First Nation, and the Newfoundland Aboriginal Women's Network. Feedback from the consultations was instrumental in the development and implementation of a number of early learning initiatives and continues to guide the work of EECD's Early Learning and Child Development Division.

Government's provincially implements Parent Resource Kits for children from birth to age three years and their families, including Indigenous children and families. The preliminary planning of the Parent Resource Kits included engagement in Labrador with Labrador-Grenfell Regional Health Authority, Nunatsiavut Government's Department of Health and Social Development, NunatuKavut Community Council, and Health Canada's First Nations and Inuit Health Branch. Innu Nation representatives were not in attendance, however a staff person from the child care center in Natuashish did attend. Nunatsiavut Government and the Innu Round Table Secretariat remain involved in the planning and implementation of the Parent Resource Kit initiative. The resources in the Parent Resource Kits are developed or chosen by an interdepartmental committee that includes EECD, HCS, AESL, CSSD, and the Regional Health Authorities, and include adapted materials based on feedback from Indigenous Government and Organization representatives.

Feedback from provincial consultations demonstrated clinics were the preferred route for implementing the kits since clinics are universally accessible, and therefore, Parent Resource Kits are available in all community health clinics throughout NL. Public health nurses engage with the parents in the use of the kits for supporting their child's learning and development. The resources provided in the kits are complementary to those already provided by public health nurses, and support the existing work of public health nurses.

In partnership with the Public Health Agency of Canada, Government coordinates the implementation of the NoBody's Perfect parenting program for vulnerable families and parents of children 0-6 years of age. The program will be delivered through Regional Health Authorities, Family Resource Centres, early childhood education centers and community groups, in non-Indigenous and Indigenous communities across the province.

EDUCATION

ADDRESSING EMPLOYMENT AND EDUCATIONAL GAPS

Calls to Action 7, 55ii, iii

In *The Way Forward: A vision for sustainability and growth in Newfoundland and Labrador*⁷, Government committed to a Premier's Task Force on Improving Educational Outcomes. In November 2016, the Task Force was commissioned to consult widely in the development of new direction for nine areas of the provincial education system, which included: Inclusive Education; Student Mental Health and Wellness; Mathematics; Reading; Indigenous Education; Multicultural Education; Early Years; Career and Co-operative Education; and Teacher Education and Professional Development. On July 25, 2017, the Premier's Task Force released its report entitled *Now is the Time: The Next Chapter in Education in Newfoundland and Labrador*. *Now is the Time* outlines 82 recommendations, within the nine focus areas, to improve educational outcomes in NL. The Task Force highlighted two focus areas within Indigenous Education to enhance educational outcomes:

1. Improve teaching and learning outcomes for Indigenous students; and,
2. Enhance understanding of Indigenous knowledge, history, experiences, culture, and practices for all teachers and students in NL.

Government has committed to working collaboratively with Indigenous Governments and Organizations in NL in these areas. The Report's recommendations align with the Indigenous Education Plan of the Council of Ministers of Education Canada (CMEC) that was developed in response to recommendations from the Truth and Reconciliation Commission, which focuses on four areas:

1. Encouraging Indigenous students to pursue teaching as a career;
2. Developing curriculum on Indian Residential Schools for use in teacher education programs;
3. Sharing resources and promising practices in Indigenous education; and
4. Encouraging the development of resources that address the legacy and history of Indian Residential Schools within all K-12 education systems in Canada.

With the release of *Now is the Time*, Government accepted the recommendations and committed to the development of an education action plan. Since that time, EECD has met with professional and community organizations to discuss the recommendations and to explore opportunities for collaboration during implementation. The *Education Action Plan* was released July 2018 and outlines timelines and responsibilities for implementation of the recommendations.

The Education Action Plan will include: implementation of an Indigenous Local Course Policy; active recruitment and support through Memorial University for Indigenous teacher education candidates; inclusion of Indigenous students' learning experiences; Memorial University including appropriate knowledge and learning experiences in teacher education programs for teaching Indigenous students and teaching about Indigenous populations; and linguistic and cultural support services for K-12 Indigenous students who attend school away from their home communities.

⁷ *The Way Forward: A vision for sustainability and growth in Newfoundland and Labrador*
<http://www.ed.gov.nl.ca/edu/EAP-report.pdf>

A Local Course Policy outlines Local Courses as non-provincial senior high school courses developed externally of EECD. Local courses are designed to meet the needs of a cohort of students from any school within the originating school district. Upon approval from EECD, local courses become part of the provincially authorized curriculum.

Through the provincial Indigenous Education Advisory Committee (IEAC), Indigenous Governments and Organizations in NL are engaged in advancing the Education Action Plan's Indigenous education recommendations through the development of an NL Indigenous Education Framework. Once created, the Framework will establish priorities and articulate a plan to support authentic educational experiences for Indigenous students so that their history and culture are reflected accurately and respectfully in provincial curriculum and resources. It will also ensure that the works of Indigenous artists, writers, and scholars are present in curriculum materials. The Framework will provide direction for revisions of existing curriculum and development of new curriculum that reflects the history, contributions, traditions, and culture of Indigenous people in NL.

Monitoring Educational Attainment

Educational attainment is a determinant of health and well-being across the life span and associated with other determinants of health, including employment, income, and housing security. Educational attainment provides broader community benefits as well, including economic development, social cohesion, and reduced reliance on social assistance.

Indigenous people in Canada continue to have lower levels of education than the general population. Identifying and monitoring educational gaps is imperative to addressing them. To that end, Government is currently implementing a process whereby students can self-declare Indigenous status for the purposes of tracking educational outcomes among Indigenous populations in NL.

EECD publishes Provincial Assessments for all provincial schools on their website annually⁸, including those which have a high number of Indigenous students that helps to inform provincial education policy decisions. EECD also uses accessible educational and income attainment data for Indigenous people from the Statistics Canada 2016 Long-form Census to help further inform education policy decisions in the province.

Through the CMEC, Government continues to focus on pan-Canadian work that contributes to eliminating the gaps in achievement and graduation rates between Indigenous and non-Indigenous learners. This includes Indigenous education data collection and analysis and ongoing dialogue with National Indigenous Organizations (NIOs) and other partners on a variety of Aboriginal education issues.

Government's Advanced Education, Skills and Labour (AESL) is a participant on the Council on Higher Education, along with Memorial University (MUN) and College of the North Atlantic (CNA). CHE is responsible for making recommendations to MUN, CNA, and the Minister of AESL with respect to:

- Strategic direction for public post-secondary education;
- Reducing duplication of effort and expense;
- Shared program areas;
- Cost-effective international recruitment policies, standards and activities;

⁸ Education and Early Child Development Provincial Assessments based on Provincial Curriculum:
<http://www.ed.gov.nl.ca/edu/k12/evaluation/crts/index.html>

- Student credit transfer arrangements; and
- Other related matters.

The Council has identified Indigenous Post-Secondary Education as a priority and is in the process of establishing a sub-committee to explore further work in this area. Within the context of the CHE, this sub-committee will have the mandate to enhance Indigenous Post-Secondary Education as it relates to:

- Truth and Reconciliation Commission's Calls to Action relevant to public post-secondary education;
- Sharing and implementing best practices within the public post-secondary institutions;
- Exploring and reporting on opportunities for targeted training that is labour market relevant and meets the unique needs to Indigenous students; and
- Increased collaboration between supports/services provided by Government and public post-secondary institutions.

Funding for Indigenous children in NL Schools

To ensure equitable access to quality education, Government provides the same level of funding to all children attending provincial funded schools in NL. The present funding structure for children currently attending schools on First Nations Reserves is a federal responsibility, and unknown. Government is currently working alongside Mamu Tshishkut Amashutau Innu Education to determine an appropriate level of federal funding for Innu education comparable to provincial funding practices in comparable regions of NL.

CULTURALLY-APPROPRIATE EARLY CHILDHOOD EDUCATION

Call to Action 12

Government's EECD consults directly with Indigenous Governments and Organizations in NL on development of any Indigenous culture, language and heritage related programs or initiatives through the Indigenous Education Advisory Committee. Government's Early Childhood Learning (ECL) framework, currently under development, is being structured as an inclusive document with the lens of Indigenous culture. EECD's provincially implemented Parent Resource Kits are introduced under the *Culturally-appropriate Parenting Programs* section above, and include adapted resources and materials based on feedback from Indigenous Governments and Organizations in NL.

Employment

The economic prosperity of NL depends on the labour market participation of all citizens, including Indigenous people and others who are misrepresented in the workforce.

Through its Labour Market Transfer Agreement allocations, Government has also helped fund educational and employment-related initiatives carried out by Indigenous Governments and Organizations in NL, including:

- The Linkages Program, a client-centered employment initiative to help youth achieve their career and employment goals. Linkages supports Indigenous youth secure employment in areas of interest to them;
- The development of a membership employment profile database for Qalipu First Nation to support their members in securing employment;

- The Targeted Initiative for Older Workers Agreement, a cost-shared agreement with the Federal Government to support projects that provide unemployed older workers in rural communities with training to increase their employability and ensure they remain active and productive labour market participants. The Initiative has assisted older Mi'kmaq workers in Flat Bay transition back into the labour force; and,
- The Employment Assistance Services program to provide employment-related services to Nunatukavut Community Council members in Southern Labrador.

Through its Labour Market Development Agreement allocation, Government has helped fund the Labrador Aboriginal Training Partnership (LATP), along with Indigenous Governments and Organizations and Nalcor. LATP provides funding to Indigenous people to support a combination of life skills, on-the-job, and skills development training 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 from the Skills and Partnership Fund, through a separate agreement between LATP and the Federal Government. LATP helps Indigenous people gain skills and training they need to secure meaningful employment.

Government also provides for Indigenous participation in major resource developments through Gender, Equity and Diversity Plans, required for medium and large-scale resource development projects in the province. Gender, Equity and Diversity Plans include goals designed to increase the participation of Indigenous people, women, and others misrepresented in the workforce.

LANGUAGE AND CULTURE

POST-SECONDARY PROGRAMS IN INDIGENOUS LANGUAGES

Call to Action 16

As noted in the Education section above, Government is a participant on the Council on Higher Education (CHE), along with Memorial University (MUN) and College of the North Atlantic (CNA). Within the context of the CHE, the Indigenous Post-Secondary Education sub-committee will be responsible for advancing TRC Calls to Action relevant to public post-secondary education. Although Government has no authority under the *Memorial University Act or College Act, 1996* to call upon MUN or CNA to create university degree and diploma programs in Indigenous languages, Government will encourage the creation of programs in Indigenous languages at these institutions.

WAIVE COSTS TO RECLAIM NAMES CHANGED BY THE RESIDENTIAL SCHOOL SYSTEM

Call to Action 17

Government is assessing policy implications of the appropriate action moving forward. In the event an application for a change of name is made on documents under provincial purview, Government will endeavor to waive the fee for the applicant.

HEALTH

ACKNOWLEDGEMENT OF ROLE OF RESIDENTIAL SCHOOLS AND IMPLEMENTATION OF HEALTH CARE RIGHTS

Call to Action 18

Government recognizes health disparities between Indigenous and non-Indigenous people, and is committed to closing this gap by working in partnership with the Federal Government and Indigenous Governments and Organizations in NL. All necessary health care services, in accordance with the *Canada Health Act*, are provided universally to all residents of the province. CSSD is responsible for health promotion, healthy living, recreation and sport in the province.

While the Federal Government has a constitutional and fiduciary responsibility for Indigenous people, Government discharges health programming provides health services and various universal programs to all residents of the Province. Other health services (*e.g.*, children's and adult dental plans) are provided to all eligible residents of the province. Government has an important role in the promotion of health and wellness for Indigenous people in NL.

MEASURABLE GOALS AND GAPS IN HEALTH OUTCOMES

Calls to Action 19, 55iv

A provincial Aboriginal Identifier Working Group was established in 2010 with representatives from provincial Indigenous Governments and Organizations, Government representatives, the Vital Statistics Division of the NL Centre for Health Information, and Labrador-Grenfell Regional Health Authority. The Working Group developed the Administrative Data Identifier Standard (the "Standard"). This Standard sets out the list of categories by which a person presenting for health and community services could self-identify as Indigenous. It is estimated that the data collection period for the Standard is approximately five years, which is the renewal cycle for MCP cards. The five-year period will begin once the Standard has been added to the MCP database. The Working Group has endorsed the Standard and are pursuing its implementation through the MCP system. The Standard will allow for more effective monitoring of health status and use of health services.

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

A public health information system project, Seinet, is also under development to improve vaccine management, communicable disease control and contact tracing. Seinet enables public health workers to store, tally and distribute vaccines effectively and efficiently across the province, ultimately enhancing the public health information system in NL. Membership on the Steering Committee and Operational Committee for this project includes HCS, the four Regional Health Authorities, Newfoundland and Labrador Centre for Health Information and Nunatsiavut Government.

Recently, a Memorandum of Understanding was signed to share data between Labrador-Grenfell Regional Health Authority and Nunatsiavut Government allowing Nunatsiavut Government access to health information, which will include Seinet and other health systems.

As well, the new Provincial Wellness Plan, under development, will include a set of health indicators which will be measured over time.

Government could provide data and annual reports as requested by the National Council for Reconciliation, within the confines of provincial privacy legislation.

ACCESS TO CULTURALLY-APPROPRIATE HEALTH CARE

Calls to Action 20, 22, 23iii

Health is intricately linked to culture, and residents of NL have varying cultural and health care needs. Government will continue to advocate to the Federal Government to ensure the distinct health needs of Indigenous people in NL are met.

Mechanisms are in place for partnership and collaboration between the provincial Regional Health Authorities, Indigenous Governments and Organizations, Government, and the federal government in the delivery of services to promote good health and wellness. One of these mechanisms is the Innu Round Table Secretariat. The Innu Round Table Secretariat is a tri-partite table that brings together Innu Nation, Sheshatshiu Innu First Nation and Mushuau Innu First Nation, Government, and the Federal Government to advance priority health and social matters for the Labrador Innu. As well, Government and Nunatsiavut Government have recently engaged in discussions to establish a table to discuss issues of importance to both.

Government works with Indigenous Governments and Organizations towards ensuring culturally-appropriate health care is accessible. Access to health care services in rural and remote areas of the province, where much of the Indigenous population resides, is a challenge, and Government is actively seeking to innovate to improve accessibility in these regions.

Government is taking action to ensure Indigenous residents are able to access culturally-appropriate and safe care in the province through initiatives that include the following:

1. *Cultural Safety Training for Health Professionals in NL* – Health Canada’s Health Services Integration Fund supported the pilot program Cultural Safety Training for Health Professionals in NL. The training was developed as a collaborative project by Regional Health Authorities in the province in partnership with the Federal Government, Government, and Indigenous Governments and Organizations and aims to enhance the provision of culturally-appropriate care for Indigenous people. This training is currently being delivered at the RHA level.
2. *Journey in the Big Land* to enhance Cancer Services 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 Indigenous people of Labrador.
3. *Aboriginal Patient Navigator Program* to enhance the provision of culturally appropriate care for Indigenous people. It is a partnership between Government’s Department of Health and Community Services (HCS), the Eastern Regional Health Authority and the St. John’s Native Friendship Centre. The program employs two Patient Navigators of Indigenous descent who work with Indigenous patients and clients to ensure their cultural and language translation needs are met.

4. *Indigenous Interpreters* - Labrador-Grenfell Regional Health Authority employs Indigenous Interpreters who work with Indigenous patients and clients to ensure their cultural and language translation needs are met.
5. HCS is currently working to implement a new Primary Health Care Framework. This Framework provides for initiatives/projects to be developed in collaboration with local partners and stakeholders, including Indigenous 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.

More broadly, Government puts emphasis on ensuring that all cultures and perspectives are included in policy and program development. Government's Indigenous Affairs collaborates with all departments and agencies, including HCS, to ensure that Indigenous perspectives and concerns are incorporated into policy and planning, and to help ensure that all public servants are informed regarding Indigenous culture and history. Government Departments and Agencies consult with Indigenous Affairs to ensure that Indigenous perspectives and concerns are incorporated into policy and planning. Generally, this involves engaging and/or consulting with Indigenous Governments and Organizations in the province on Government's contemplated decisions.

The 2017 and 2018 Indigenous Leaders Roundtable meetings hosted by the Premier brought together Government's Ministerial staff and all Indigenous leaders across NL to discuss areas of shared interest. The Roundtables in 2017 and 2018 included discussion about health status and health services accessed by Indigenous people in NL, as well as ways the provincial system could better meet needs of Indigenous people.

As part of *The Way Forward: A vision for sustainability and growth in Newfoundland and Labrador*, Government committed to responding immediately to the recommendations to address gaps in the mental health and addictions system, strengthen existing programs and services, and break down the barriers of stigma and timely access. An All Party Committee of the provincial House of Assembly 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 House of Assembly. The Committee released its report, *Towards Recovery: A Vision for a Renewed Mental Health and Addictions System for Newfoundland and Labrador*⁹, on March 24, 2017.

On June 30, 2017, Government released *Towards Recovery: The Mental Health and Addictions Action Plan for Newfoundland and Labrador* and committed to immediately responding to all of the recommendations outlined in *Towards Recovery*, and provide direction for mental health and addictions policy and programs from 2017 to 2022. The *Towards Recovery Plan* established the timeline for completion of all 54 recommendations. As of March 31, 2018, all 18 short-term recommendations have been substantially completed and all remaining recommendations are in progress.

Efforts to improve mental health services that relate to Indigenous communities across NL include:

- A new six-bed mental health unit in Happy Valley-Goose Bay, Labrador;
- Implementation of community-based services at locations throughout the province;
- A new 94-bed mental health facility to be built at Health Sciences Centre;

⁹ Towards Recovery: A Vision for a Renewed Mental Health and Addictions System for Newfoundland and Labrador: http://www.health.gov.nl.ca/health/all_party_committee_report.pdf

- DoorWays expanded to 17 communities including Labrador City and Happy Valley-Goose Bay;
- Mobile Crisis Response Teams launched in Eastern Health region and Labrador West with other locations to follow in 2018/19;
- A new e-Mental Health initiative;
- Assistance to support land-based programming to help Indigenous people achieve their mental wellness goals;
- Labrador-Grenfell Health has prioritized psychiatrist recruitment to provide fulltime dedicated services to Labrador through telehealth and regular monthly visits;
- Establishment of an Indigenous Health Team to provide valuable oversight and input on recommendations that impact Indigenous health, including those for Labrador.

Regarding specific cultural competency training for government officials and health professionals in NL, please see the Professional Development and Training for Public Servants section below.

RECRUITMENT AND RETENTION OF INDIGENOUS HEALTH PROFESSIONALS

Calls to Action 23i, ii, 24

24: MEDICAL AND NURSING SCHOOLS

Although noted in the Education section above, related and current action that Government is currently undertaking includes AESL's participation on the Council on Higher Education, along with two local post-secondary institutions in the province: Memorial University and College of the North Atlantic. The Council has identified Indigenous post-secondary education as a priority and is in the process of establishing a sub-committee to explore further work in this area with the mandate to enhance Indigenous post-secondary education.

Government has established numerous programs and initiatives to improve the recruitment of various health professionals throughout the province. 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. All applicable incentives provided by HCS have return-in-service commitments¹⁰. All health workforce planning efforts related to recruitment and retention fall within the Strategic Health Workforce Plan¹¹.

To date, Memorial University has undertaken a number of initiatives to increase the number of Indigenous professionals working in the healthcare field. Activities have included outreach to pre-secondary and secondary Indigenous students to encourage them to enroll in a healthcare professional program in university and incorporating cultural sensitivity and traditional knowledge into healthcare education programs. Efforts are currently underway at HCS to explore new models of Practical Nurse education that can be delivered locally.

CULTURALLY-APPROPRIATE FASD PREVENTION PROGRAMS

Call to Action 33

¹⁰ HCS Bursaries/Incentives: <http://www.health.gov.nl.ca/health/grantsfunding/bursaries.html>

¹¹ Strategic Health Workforce Plan: <http://www.health.gov.nl.ca/health/shwp/index.html>

Government 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, and has dedicated health promotion and addictions prevention staff throughout its four Regional Health Authorities.

Regional Health Authorities also support Canada's Low Risk Alcohol Drinking Guidelines and provide supportive services and prenatal education and support. An FASD coordinator is in place in Labrador-Grenfell Health Region with a role to assist in the identification and intervention of FASD. In July 2007 – March 2009, Labrador-Grenfell Regional Health Authority partnered with Nunatsiavut Government, the two Labrador Innu First Nations, provincial school board officials and Health Canada to develop and implement a FASD training program for behavioural health aides. Labrador-Grenfell Regional Health Authority has also developed training programs for staff related to diagnosis and intervention for those affected by FASD.

Government also supports the FASD Association of NL through funding for its education, awareness, and training initiatives. This non-profit organization has representatives from all regions, including Labrador, and a goal to increase awareness and support of FASD and related issues among individuals, families and communities.

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 NL. In 2015, the *fasdNL* Network was supported by Government 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.

Government is represented on the Atlantic Intergovernmental FASD Partnership by officials from CSSD and Labrador-Grenfell Regional Health Authority. This Partnership also includes federal officials from the First Nations-Inuit Health Branch, and from Nunatsiavut Government.

The Health Services Integration Fund (HSIF) will be supporting a recently developed initiative called *Innu leading the Way: Developing an FASD Prevention Strategy* – the initiative is a partnership between the Innu Round Table Secretariat, the two Innu First Nations in Sheshatshiu and Natuashish – education, youth and health, the local schools, Labrador-Grenfell Regional Health Authority, Nunatsiavut Government, Public Health Agency of Canada, First Nations Inuit Health Branch, as well as content experts and key partners that will guide the work, namely, the Health Coordinator for the IRT, an independent consultant and scientist with the Centre for Mental Health and Addictions at St. Michael's Hospital, and the Centre for Excellence for Women's Health. The overall initiative aims to develop a comprehensive FASD prevention strategy that will strengthen collaborations and facilitate integration of services between Innu First Nation, regional, provincial, and federal delivery organizations.

HSIF funding will support the first phase of a 3 year initiative. Phase I will focus on information gathering, developing a comprehensive Innu-specific prevention strategy and evaluation framework, conducting evaluation, documenting the process for future knowledge translation and exchange (KTE) purposes, and applying for further funding (including other sources) to support comprehensive evaluation and KTE activities.

JUSTICE

All information in the Justice section is based on Government's initial assessment – Comments on Calls to Action related to Justice (25-42, 55v, vi, vii) from IGOs remain outstanding with JPS.

Government supports justice for Indigenous people in NL and will work with the Federal Government and provincial Indigenous Governments and Organizations to ensure it acts to appropriately provide justice. This section also provides Government's action under Call to Action 28 directed to law schools to build cultural competency in the legal profession in Canada.

STATUTES OF LIMITATIONS TO PROVIDE JUSTICE FOR HISTORICAL ABUSE

Call to Action 26

The Truth and Reconciliation Commission calls on the Federal Government to amend the *Statutes of Limitations Act* so that limitation cannot be used to defend acts of historical abuse occurring through the Residential Schools system across Canada. Although this is outside of provincial purview, the provincial *Limitations Act* makes provisions for no limitation period where misconduct of a sexual nature has been committed against a person under set circumstances. This provision applies to all residents of the Province and is inclusive of Indigenous people. The Criminal Code has no limitation period for indictable offences where a sexual assault has been committed against a person.

LAW SCHOOL CURRICULUM

Call to Action 28

In 2018, at the annual Indigenous Leaders Roundtable, Government publicly announced a new partnership between Government, Indigenous communities, and University of Saskatchewan that will secure two seats in the university's law school for Indigenous law students from NL. This initiative is a direct response to the Calls to Action from the Truth and Reconciliation Commission calling law schools to teach cultural sensitivity and the history of Indigenous people and Canadian law, and to support more practicing Indigenous lawyers in Canada and in NL. Indigenous governments will play a leading role in recruiting and submitting students for the program, which will begin in 2020.

OVERREPRESENTATION OF INDIGENOUS PEOPLE IN CRIMINAL JUSTICE SYSTEM AND YOUTH IN CUSTODY

Calls to Action 30, 31, 38, 55v, vii

Government supports decreasing the overrepresentation of Indigenous people in the justice system in Canada. To that end, Government is represented on the FPT Indigenous Justice Working Group which continues to explore this issue and options for moving forward. Government partners with the Indigenous Justice Program, Justice Canada, to support options for alternative responses within the Justice System to decrease incarceration rates and prevent Indigenous people from entering the correctional system and would support efforts that evaluate alternatives to imprisonment. Government is committed to providing any related data it is able to access, if requested by the National Council for Reconciliation, subject to the request and confidentiality/privacy considerations.

Data released from Statistics Canada shows that Indigenous youth made up 46 per cent of admissions to correctional services in 2016-17, despite only making up 8 per cent of the youth population in Canada, and that the proportion of Indigenous youth in custody and steadily inclined. Government is committed

to preventing youth from entering into the criminal justice system by focusing on addressing the underlying causes, including the social determinants of health related to health, education, language and culture, as outlined in this report. Government will provide what data it can related to numbers of Indigenous youth in custody, if requested by the National Council for Reconciliation, subject to the request and confidentiality/privacy considerations.

JPS is sensitive to this issue and will continue to monitor this matter. JPS's mandate includes youth that are incarcerated at the closed custody facility in Whitbourne.

ADDRESS NEEDS OF OFFENDERS WITH FASD

Call to Action 34

Certain sections of this Call to Action regarding offenders with FASD are related to amending the Criminal Code of Canada or fall under Correctional Services of Canada, and would have to be discussed at approved in consultation with the Federal Government and other provinces and territories in Canada. FASD has been discussed at the Federal-Provincial-Territorial Justice Ministers' and Deputy Ministers' tables, and working groups are typically established as necessary.

As outlined above in the Health section, Government is committed to working with all parties to improve prevention, diagnosis and support to all individuals with FASD, and engages in initiatives to support action that is culturally-respectful and appropriate in Indigenous communities across the province. Government supports initiatives in the justice system for offenders with FASD. At the Labrador Correction Centre, for example, interventions for those inmates with complex needs, including those with FASD, are provided by a dedicated provincial Offender Services Coordinator. To improve cultural safety of inmates with FASD, the Coordinator facilitates training in the area of FASD for staff, and connects with community groups and agencies to provide supports and services for inmates with FASD during incarceration and upon release.

REDUCE RATE OF CRIMINAL VICTIMIZATION OF INDIGENOUS PEOPLE

Call to Action 55vi

Government will provide what data it can related to homicide and family violence victimization and other crimes, if requested by the National Council for Reconciliation, subject to the request and confidentiality/privacy considerations.

PROVIDE CULTURALLY-RELEVANT SERVICES TO INMATES

Call to Action 36

Government supports the provision of culturally-relevant services to inmates in areas of substance abuse, violence, and experienced sexual abuse. JPS partners with Sheshatshiu Innu First Nation for the delivery of culturally-appropriate, community-based victim and probation services. Adult Custody provides programs and services to assist offenders in reintegrating into the community after release from custody, and promotes culturally-sensitive activities and services for offenders through partnerships with Nunatsiavut Government, Sheshatshiu Innu First Nation, and Stella Burry Community Services. Indigenous activities are coordinated and supported by the Adult Custody's Aboriginal Prison Liaison Officers in Happy Valley-Goose Bay in Labrador and Clarenville on the island.

INDIGENOUS VICTIM PROGRAMS AND SERVICES

Call to Action 40

Indigenous-specific programming is generally within the purview of the Federal Government given its jurisdiction over “Indians and lands reserved for Indians”. Government collaborates with the Federal Government and explores opportunities for culturally appropriate enhancements to services. Provincial victim services are available to all residents of the province. To this end, and as an example, Government partners with Sheshatshiu Innu First Nation for the delivery of community based victim services. Appropriate evaluation mechanisms must be inclusive, meaningful and responsive so consultation is required here.

PUBLIC INQUIRY INTO VICTIMIZATION OF ABORIGINAL WOMEN AND GIRLS

Call to Action 41

The Call to Action related to a national Inquiry into victimization of Indigenous women and girls is directed at the federal government, however, Government is taking action to combat violence in all its forms, and in particular, violence against women and girls, and violence against Indigenous women and girls. Government recognizes that Indigenous women are especially vulnerable of being victims of violence, and has demonstrated that eliminating violence against Indigenous women is a priority.

Following the death of Loretta Saunders, an Inuit woman from Labrador studying in Nova Scotia, and to reiterate and emphasize Government’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 Indigenous Women and Children.

Government participates in the National Inquiry and will implement the resulting applicable recommendations. Government published a What We Heard Report in May 2017 that highlights the results of Government’s own direct consultation with Indigenous Governments and Organizations in NL to facilitate Government’s participation in the National Inquiry¹².

The National Inquiry visited NL in 2018, which culminated in two days of public and closed family hearings in Happy Valley - Goose Bay on March 7-8, 2018. Government is supportive of the Inquiry concluding its work in the time required to do so.

Government looks forward to continued cooperation and communication with federal, provincial and territorial colleagues, as well as Indigenous communities, as this process continues. Government looks forward to the recommendations of the National Inquiry in the hopes that they will provide further guidance on action that can be taken that will lead to the eradication of violence against Indigenous women and girls.

Several measures taken to eliminate violence in recent years include 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 Indigenous women in promoting violence prevention in their communities; an Aboriginal Men’s Violence Prevention Grants program which focused on engaging men and boys in the prevention of violence; and the present Women’s Policy Office’s (WPO) Violence Prevention Initiative, a province-wide initiative that aims to eliminate all violence in the province,

¹²What We Heard - National Inquiry into Missing and Murdered Indigenous Women and Girls:
https://www.gov.nl.ca/iias/wp-content/uploads/What_We_Heard_May2017.pdf

including violence against Indigenous women and girls. Government is working towards establishing a new Domestic Violence Court model for Labrador.

The WPO's Violence Prevention Initiative supports Indigenous Governments and Organizations in their efforts to prevent violence against Indigenous women and children and to engage Indigenous men and boys in the prevention of violence. The Violence Prevention Initiative provides the Aboriginal Violence Prevention Grants Program to support efforts of Indigenous Governments and Organizations to eliminate violence in Indigenous communities. The Grants Program recognizes that there are many approaches to ending violence including: increasing awareness, education, training, investing in leadership development, capacity building, or projects which can offer healing or enhance a community, or an individuals' ability to address violence in a culturally appropriate manner.

In 2017, the Minister of JPS convened a Minister's Committee on Violence against Women and Girls, comprised of Indigenous Governments and Organizations, public, and other stakeholders. That Committee is supported by a committee of ministers representing multiple departments which have been tasked to address issues of violence in our province and is co-chaired by the Provincial Advisory Council on the Status of Women.

Government is developing a program, in collaboration with the Public Legal Information Association and the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre, to offer legal support to victims of sexual violence. JPS has established the Family Violence Intervention Unit and allocated \$336,200 to that the initiative for 2018-19.

Lastly, in March 13, 2018, Government introduced a legislative change to amend the *Family Violence Protection Act* to better support adult victims of family violence and their children. These amendments will expand the current definition of family violence to clearly include acts of psychological, emotional or financial abuse.

RECOGNITION AND IMPLEMENTATION OF INDIGENOUS JUSTICE SYSTEMS

Call to Action 42

Government is committed to Indigenous engagement on justice issues. Government supports implementation of Indigenous government systems through negotiation and settlement of land claims land claims in NL. Specifically, the self-government chapter of the Labrador Inuit Land Claims Agreement (LILCA) provides Nunatsiavut Government with powers to make laws respecting the administration of justice. Additionally, the LILCA provides Nunatsiavut Government with the authority to create an Inuit Court for Inuit laws. Innu Nation is presently negotiating a Land Claims Agreement with Government and the Federal Government. Provisions respecting the administration of justice are being negotiated as part of this agreement. Miawpukek First Nation signed a Self-Government Agreement-in-Principle in November 2013 with Government and the Federal Government, which contains provisions related to the administration of justice.

RECONCILIATION

CANADIAN GOVERNMENTS AND UNDRIP

Call to Action 43

Government works in partnership with Indigenous Governments and Organizations in the province and the federal government toward protecting and supporting Indigenous rights, particularly through negotiation and settlement of land claims, and devolution of 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, Government supports appropriate efforts to induce greater recognition of, promotion of, and respect for Indigenous people in NL and across Canada, and continues to support initiatives that respect and promote the unique cultures and identities of Indigenous people.

The federal government has committed to implementing the Declaration and while Government believes that it requires very careful consideration for its applicability to contexts throughout Canada, and in NL, Government looks forward to collaborating with the Federal Government and Indigenous Governments and Organizations regarding how the Declaration will be implemented in a manner consistent with the Canadian Constitution. Government will continue to monitor the Federal Government's implementation of the Declaration.

ROYAL PROCLAMATION, COVENANT OF RECONCILIATION, AND REPUDIATION OF CONCEPTS THAT JUSTIFY EUROPEAN SOVEREIGNTY

DEVELOP A ROYAL PROCLAMATION OF RECONCILIATION TO BE ISSUED BY THE CROWN

Call to Action 45

This call is directed at the Federal Government, however Government is constantly seeking ways to foster a respectful relationship with Indigenous people in the province and supports the objective of reconciliation and collaborate with the Federal Government and Indigenous Governments and Organizations in the province regarding how the Declaration will be implemented in a manner consistent with the Canadian Constitution.

In relation to the negotiation and settlement of Indigenous rights in NL, the Labrador Inuit Land Claims Agreement (LILCA) was concluded between the Labrador Inuit, the Federal Government, and Government in 2005. The LILCA, in addition to the land claim, provides self-government for Inuit and various law-making powers to the Labrador Inuit's Nunatsiavut Government. Implementation of the LILCA between Government, Nunatsiavut Government and the Federal Government is ongoing.

In 2011, Government and the Labrador Innu signed the New Dawn Agreements, which included the Land Claim and Self-Government Agreement-In Principle (signed with the Federal Government), the Upper Churchill Redress Agreement, and the Lower Churchill Innu Impact and Benefits Agreement. Government, the Labrador Innu and the Federal Government are working toward concluding a final land claim agreement, which will include self-government authority for the Labrador Innu.

Government and the Federal Government have also signed a self-government Agreement-in-Principle with Miawpukek First Nation in 2013.

EUROPEAN SOVEREIGNTY OVER INDIGENOUS PEOPLES AND LANDS IN LAW AND POLICY

Call to Action 47

This is a complex Call to Action requiring action from all levels of government to evaluate relevant policy and legislation. In the past 25 years, the Supreme Court of Canada has developed an extensive body of jurisprudence concerning concepts of sovereignty, Aboriginal rights and title. Government adjusts its laws, and policies to ensure that they accord with the latest developments in the law.

EQUITY FOR ABORIGINAL PEOPLE IN LEGISLATION

ABORIGINAL RIGHTS AND TITLE IN NL

Call to Action 52

In the past 25 years, the Supreme Court of Canada has developed an extensive body of jurisprudence concerning concepts of sovereignty, Aboriginal rights and title. Government adjusts its laws, and policies and litigation strategies to ensure that they accord with the latest developments in the law.

Indigenous rights are addressed in NL through negotiation and settlement of land claims, and devolution of 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, Government supports appropriate efforts to induce greater recognition of, promotion of, and respect for Indigenous people in NL and across Canada, and continues to support initiatives that respect and promote the unique cultures and identities of Indigenous people.

NATIONAL COUNCIL FOR RECONCILIATION

PROVISION OF INFORMATION TO THE NATIONAL COUNCIL FOR RECONCILIATION

Call to Action 55

Government supports reconciliation and any initiative to ensure that reconciliation work continues meaningfully throughout all areas of Canada, and that the ongoing and future processes are diligently monitored and transparent. As noted throughout this submission in relation to Call to Action 55, Government is committed to providing any related provincial data it is able to access, if requested by the National Council for Reconciliation, subject to the request and confidentiality/privacy considerations in relation to the number of Indigenous children in care (please see *Child Welfare*), education and income attainments (please see *Education*), health status (please see *Health*), over-representation of Indigenous people in custody and reducing rate of victimization of Indigenous people (please see *Justice*).

PROFESSIONAL DEVELOPMENT AND TRAINING FOR PUBLIC SERVANTS

INDIGENOUS CULTURAL AWARENESS AND SENSITIVITY

Call to Action 57

Government puts an emphasis on ensuring that all cultures and perspectives are included in policy and program development, and has taken steps to ensure that programs and services offered are culturally inclusive and recognize the experience and history of the province's Indigenous communities.

Government-wide Cultural Awareness and Sensitivity

Government's Indigenous Affairs office collaborates with all departments and agencies to ensure that Indigenous perspective and concerns are incorporated into policy and planning. Cultural awareness and sensitivity training has been provided to senior-level executive positions across Government, to ensure that all departments and agencies can incorporate this understanding of Indigenous history and experience into their policy and programming. In addition to government-wide initiatives to provide education and training to members of the public service, various departments have undertaken specific initiatives within their departmental mandate to enhance the programs and services they provide.

In response to this Call to Action, Government will work with provincial Indigenous Governments and Organizations to develop and deliver informed cultural awareness training to all core public service employees in order to enhance overall cultural awareness. This material will include information about Indigenous people, history and culture. Priority consideration will be given to employees who provide services to Indigenous communities.

Targeted Cultural Sensitivity Training for Health Professionals

Cultural Safety Training for Health Professionals in NL was developed under the Health Services Integration Fund as a collaborative project by Government, the Federal Government, and Indigenous Governments and Organizations in the province and is meant to educate providers on culturally-appropriate care, and aims to enhance the provision of culturally-appropriate care for Indigenous people in NL. This training is currently being delivered at the RHA level.

CSSD Training Unit provides training to social workers and clinical program supervisors involved in child protection investigations in an array of crucial fields including family violence and child development. The Training Unit's Pre-Core training, which is provided to all new social workers, includes a session with Government's Aboriginal Consultant. During this session, this consultant provides an overview of the history of Indigenous people and the residential schools, and the importance of cultural sensitivity in social work practice. Intergenerational trauma and its social significance within the child welfare system is also briefly discussed during this session.

Government is currently undertaking a review of its training modules and is piloting an Introduction to Family Violence training. This training contains a section on working with Indigenous people who are experiencing family violence and the potential role of intergenerational trauma. The Training Unit is also developing Child Development and Effects of Maltreatment training. These training modules incorporate the importance of cultural sensitivity when working with indigenous people, and suggestions are provided on how to practice with a culturally sensitive lens.

Under the *Memorial University Act and the College Act, 1996*, MUN and CNA have the authority to design their own courses and their content without reference to Government. However, Government will encourage MUN's medical school and the province's nursing schools to require all students take a course dealing with Indigenous health issues, as recommended.

EDUCATION FOR RECONCILIATION

SCHOOL CURRICULUM ON INDIGENOUS PEOPLE, HISTORY, RIGHTS, CONTRIBUTIONS

Calls to Action 62i, iii, iv, 63

All children in the provincial school system have the right to an education that is culturally safe and appropriate. All Indigenous students in NL that live off-reserve avail of the provincial school system.

Indigenous Curriculum Development

Government continues to collaborate with provincial Indigenous Governments and Organizations to develop culturally relevant curriculum that addresses the Residential School System. Government is currently developing the Early Childhood Learning Framework, which will include reference to cultural and linguistic diversity and heritage. The legacy of the Residential School system is addressed within the provincial curriculum, in particular in the Grades 7 and 9 curricula at the Intermediate Level, and in the Newfoundland and Labrador Studies and Canadian History curricula at the Senior High Level.

In addition, there is ongoing review by Government's Indigenous Education Advisory Committee (IEAC) to evaluate and make recommendations regarding Indigenous content within the provincial school curriculum. The IEAC acts within a cooperative and collaborative environment to provide advice, and includes representatives from Government as well as the Indigenous Governments and Organizations within the province. The IEAC will advise on the need and content of initiatives such as Professional Learning regarding Indigenous content and cultural sensitivity.

Government also participates on the Canadian Ministers of Education Council and regularly contributes to discussions related to Indigenous history and experience. Government will share its best and leading practices with other provinces and territories, and looks forward to learning from their best practices in order to move forward in providing culturally appropriate and inclusive curricula for all students.

Cultural Awareness Training for Teachers and Administrators

Government is currently developing Professional Learning videos aimed at increasing teachers' awareness and understanding of Indigenous culture and history in NL and ensuring they have the skills necessary to provide an inclusive learning environment for all students, including Indigenous students.

As noted above, Government is a participant on the Council on Higher Education (CHE), along with Memorial University (MUN) and College of the North Atlantic (CNA). CHE has identified Indigenous Post-Secondary Education as a priority and is in the process of establishing a sub-committee to explore further work in this area. Within the context of the CHE, this sub-committee will have the mandate to enhance Indigenous Post-Secondary Education.

The Safe and Caring School Policy promotes the building of student capacity for intercultural understanding, empathy and respect. Government provides professional learning opportunities to school districts and administrators, as well as six itinerant consultants, to implement the policy and its provisions.

Funding for Curriculum Development

The Federal Government is responsible for funding Indigenous schools on Reserve. Funding levels are consistent across all provincial schools. Determining how that funding is used is a responsibility of the school districts.

Government positions dedicated to Indigenous Curriculum

Government's Program Development Specialist for Indigenous Education works closely with IEAC regarding indigenous content within K-12 programs in the provincial school system and reports to the Director of Programs and Services and the Assistant Deputy Minister responsible for curriculum.

In addition, an Associate Deputy Minister within Government has been appointed to oversee the development of the Education Action Plan to implement the recommendations of the Premier's Task Force on Improving Educational Outcomes, which has a chapter focused exclusively on and contains 4 recommendations for improving Indigenous Education in the province.

MUSEUMS AND ARCHIVES

Call to Action 67

Calls to Action in relation to Museums and Archives are directed at the Federal Government and Library and Archives Canada.

Government has been taking action in recent years to repatriate the remains of Demasduit and Nonosabasut, two Beothuk individuals of significance culturally and historically in NL. Demasduit and Nonosabasut's deaths were a result of Demasduit's abduction and Nonosabasut's efforts to prevent it. Their story is symbolic of the actions taken by Europeans against Beothuk that resulted in the demise of the Beothuk. Their remains were removed by Mr. William Cormack from their graves and are housed by National Museums Scotland. Demasduit was designated a Person of National Historic Significance by the Historic Sites and Monuments Board of Canada in 2000.

In 2015, Sagamaw Mi'sel Joe, Chief of Miawpukek First Nation, lobbied National Museums Scotland and Government for the return of the remains from Scotland, and the associated funerary objects. The Premier's initial request for the Beothuk remains and funerary to National Museums Scotland in 2016 was denied on the grounds that it was not made or supported by national museum or government or supported by a community descended from the original owners.

Government engaged Canadian Heritage, which agreed to lead the repatriation request. In 2018, the federal Minister of Canadian Heritage wrote National Museums Scotland to advise she would forward a formal request for repatriation. Canadian Heritage engaged the Canadian Museum of History. At the inaugural Indigenous Leaders Roundtable, held in St. John's on May 26, 2017, representatives of Nunatsiavut Government, Innu Nation, NunatuKavut Community Council, Miawpukek First Nation, and the Qalipu First Nation signed a declaration in support for the repatriation of the remains of Beothuk individuals and funerary objects held by National Museums Scotland. In the fall of 2017, the Canadian Museum of History and the Minister of Canadian Heritage wrote National Museums Scotland to formally request repatriation of the remains and funerary objects.

National Museums Scotland replied on January 24, 2018 and raised two concerns: It would not consider a request to transfer funerary objects associated with human remains, and transfer of ownership of remains can only take place to a recognized national agency, not a provincial agency. The Canadian Museum of History wrote National Museums Scotland to confirm it would accept transfer of ownership of remains and has issued a formal request. It is anticipated that a decision will be taken in Fall 2018 and once the human remains have been successfully repatriated, further efforts will be initiated to recovery the funerary objects from National Museums Scotland. Government continues to work closely with the Minister of Canadian Heritage and the Canadian Museum of History on facilitating the repatriation.

MISSING CHILDREN AND BURIAL INFORMATION

DEATHS, BURIAL SITES AND COMMEMORATION OF RESIDENTIAL SCHOOL CHILDREN

Calls to Action 71, 75, 76

While no schools in NL were included in the 2007 Settlement Agreement, a class action lawsuit was later launched by residential school survivors in the province, and Government commends the Federal Government for settling this class action lawsuit in May 2016. The settlement received judicial approval in September 2016.

In NL, comprehensive records generally do not exist that identify students of Residential Schools, and therefore Government's Vital Statistics Division does not have such information to provide. However, Government will assist the Truth and Reconciliation Commission where possible in identifying deaths at residential schools in their provincial records, as noted in Volume 4 of the Truth and Reconciliation Report. Should survivors/family members come forward to provide such information, Government will support the provision of this information to the National Centre for Truth and Reconciliation.

In the province, the Chief Medical Examiner is responsible to the Minister of JPS for the operation of the *Fatalities Investigation Act* in relation to the reporting, investigating and recording of deaths. Registrations of deaths that occurred more than 50 years ago may be released by the Registrar of Vital Statistics, as noted under the NL *Vital Statistics Act, 2009*. However, the cause of death may only be released with the written permission of the Minister. For deaths that occurred less than 50 years ago, the death registration record may only be issued to certain people, including (a) immediate family members, (e.g., spouse, adult child, parent, sibling); (b) an executor of the estate; (c) persons authorized by one of these two groups; (d) in order to support an application for disinterment; or (e) by order of the court.

Although Government does not hold any records on the burial sites of children who attended Residential School in NL, Government commits to work in consultation with provincial Indigenous Governments and Organizations, and to monitor the Federal Government's action on the identification and location of internments. Should any sites be identified in NL, Government will honour those sites through protection and commemoration in a way that is culturally-appropriate and respectful of Indigenous people in NL.

NATIONAL CENTRE FOR TRUTH AND RECONCILIATION

PROVISION OF RECORDS RELEVANT TO THE HISTORY AND LEGACY OF THE RESIDENTIAL SCHOOL SYSTEM IN NL

Call to Action 77

Government is committed to supporting reconciliation of Indigenous people in NL and across Canada, and will collaborate with the National Centre for Truth and Reconciliation wherever possible, to ensure that any relevant records regarding residential schools in this province are provided. Government encourages all municipal and community archives to work collaboratively with the National Centre for Truth and Reconciliation and provide any available information in order to preserve the history and legacy of the residential school system.

COMMEMORATION

COMMISSION AND INSTALLATION OF RESIDENTIAL SCHOOLS MONUMENT

Call to Action 82

Government will work with the Federal Government and provincial Indigenous Governments and Organizations to support this Call to Action through the commission and installation of a publicly accessible monument in an appropriate location to commemorate and honour children enrolled in Residential school.

SPORTS AND RECONCILIATION

SUPPORTING AND PROMOTING INDIGENOUS ATHLETES IN NL

Calls to Action 87, 88

All levels of government play a role in promoting the participation of Indigenous athletes in sport. Government supports initiatives that promote the role that Indigenous athletes have played throughout history. Some examples of Government's support include the following initiatives:

Healthy Living Action Plan

CSSD is responsible for health promotion, healthy living, recreation and sport. Government will work to ensure all programs, policies and initiatives related to sports and activity are inclusive of Indigenous people and Indigenous culture. CSSD and HCS are working to collaborate on the development of a new Healthy Living Action Plan. The Action Plan will be inclusive of all residents of NL, including Indigenous people. The new strategy will include areas of focus that include physical activity, healthy eating, and recreation.

Community Healthy Living Fund

Indigenous Governments and Organizations and Indigenous community groups are eligible to apply under the Community Healthy Living Fund to support healthy active living programs. Through an amended bilateral agreement with the Federal Government for 2017-18, an additional \$73,800 in funding was provided to the ASRCNL to support capacity building. Pending the approval of an amended 2018-2022 bilateral agreement, additional funding for Indigenous sport development may also be available. CSSD also provided \$25,000 in funding to the ASRCNL in 2017-18 to support the development of a strategic plan for the organization. This is consistent with previous funding approved for other provincial sport and recreation organizations.

Financial support for the North American Indigenous Games (NAIG)

The North American Indigenous Games (NAIG) are also supported financially by Government in partnership with Sport Canada. This funding provides capacity for NL athletes travel to the NAIG and for athlete and team preparation. In 2017-18, all air travel costs for Indigenous athletes attending NAIG were covered by Government.

Financial support to the Aboriginal Sport and Recreation Circle (ASRC)

The ASRC is the Provincial/Territorial/Indigenous Sport body for NL, and is funded through a bilateral agreement between the federal and provincial governments aimed at increasing the capacity of Indigenous athletes, coaches and officials. The ASRC Board of Directors has representation from Indigenous Governments and Organizations in NL. The ASRC offers sport and athletic development camps, as well as coaching and officials' training through the delivery of certification clinics in various Indigenous communities across NL. Government has also provided funding support to the ASRC to assist with Indigenous team travel costs. The funding complements funding also provided by Sport Canada.

Government considers opportunities for public exposure of Indigenous athletes on an ongoing basis in consultation with ASRC, as follows. Historically, the ASRC awarded NL Indigenous athletes and coaches with the Tom Longboat award, an initiative of the national Aboriginal Sport Circle (ASC). The Tom Longboat award was administered from 1999-2008 by the Aboriginal Sport Circle, and annually honoured

outstanding Indigenous athletes and sportsmen in each province. National male and female winners were selected from the provincial winners. ASRCNL has recently provided CSSD with an update on the Tom Longboat Award referenced above and they will be naming a 2017 award winner in June 2018. CSSD will support the ASRC in celebrating the provincial nominee through existing sport partners, including Sport NL. The ASRC plans to annually recognize outstanding Indigenous athletes and coaches in NL.

In addition, Government provides information to ASRC on existing provincial recognition programs and has encouraged the ASRC to consider nominating Indigenous athletes to existing Sport Hall of Fames and provincial award programs. As a member of Sport NL, ASRC has the ability to nominate athletes for consideration for induction into the Provincial Sports Hall of Fame. The ASRC is also aware it can nominate Indigenous athletes for the Sport NL provincial awards program, which recognizes athletic excellence. These activities would help encourage public awareness of Indigenous people in sport.

Indigenous Representation in NL Summer and Winter Games

In 2016, ASRC, Sport NL and provincial sport organizations supported a pilot initiative with the NL Games. The Summer Games pilot occurred in August 2016 and the Winter Games pilot occurred in March 2018. While Indigenous athletes have competed in previous NL Games as members of regional teams, the 2016 games marked the first time that Indigenous teams competed - Team Innu, Team Nunatsiavut and Team Mi'kmaq - in beach volleyball and athletics. During the games, Indigenous athletes offered demonstrations of traditional Aboriginal sporting events to other athletes and participants. Government is working with ASRC to complete an evaluation of the pilot to determine how Government can best support the continuation of this initiative in future NL Games.

NEWCOMERS TO CANADA

Calls to Action 93

Cultural and Diversity Awareness for Newcomers to NL

Through *The Way Forward Strategy on Immigration in Newfoundland and Labrador*, Government committed to working with its partners, including the NL Human Rights Commission to develop and deliver cultural competency and diversity training, which will include a focus on workplace and human rights law for immigrants. This training will be delivered through in-person and online workshops to maximize reach and be tailored to communities and community organizations, as well as individual employers and employer organizations.

Government is internally exploring opportunities to support truth and reconciliation efforts to better educate newcomers on Indigenous cultures and identities in the province through partnerships with the Native Friendship Centres in NL and to provide opportunities for newcomers and Indigenous residents to share challenges, successes, and to learn from one another.

GOVERNMENT'S COMMITMENT MOVING FORWARD

Approximately 1200 Labrador Inuit and Innu in this province launched legal actions, later consolidated into a class-action lawsuit against the Federal Government over residential schools in this province. On May 10, 2016, a \$50 million settlement with the Federal Government was reached. The settlement included four schools located in Labrador and St. Anthony from 1949-1979.

Government deeply acknowledges that the way to move forward in reconciliation and partnership with Indigenous Governments and Organizations in the province is to first honour the legacy of Indigenous histories in the province, the harm imparted on Indigenous people, their families, their communities, and their culture through the Residential School Systems. Government believes that a true recognition of this past is necessary to plan for the most appropriate, respectful, and informed action to change what is needed to achieve reconciliation.

Action underway to impart this change is highlighted in this document. Government is committed now and in the future to working side by side with Indigenous and other partners in NL in honouring the histories of Indigenous people of NL and advancing a path toward reconciliation for all in the province. There is much more to be done.

Appendix A: Truth and Reconciliation Commission of Canada: Calls to Action

(Insert "Truth and Reconciliation Commission of Canada: Calls to Action" PDF)

APPENDIX B: TRC CALLS TO ACTION ON WHICH GOVERNMENT IS TAKING ACTION		
CATEGORY	DIRECTED TO PROVINCES AND TERRITORIES	DIRECTED TO THIRD PARTIES APPLICABLE TO NL
CHILD WELFARE	1, 2, 3, 5, 55i	4
EDUCATION	12, 55ii, iii	7
LANGUAGE AND CULTURE	17, 62iii	16
HEALTH	18, 22, 23, 55iv	19, 20, 24
JUSTICE	26, 30, 31, 34, 36, 38, 40, 42	28, 41
CANADIAN GOVERNMENT AND UNDRIP	43	
ROYAL PROCLAMATION AND COVENANT OF RECONCILIATION	47	45, 46
EQUITY FOR INDIGENOUS PEOPLE IN LEGISLATION	52	
NATIONAL COUNCIL FOR RECONCILIATION	55	
PROFESSIONAL DEVELOPMENT AND TRAINING FOR PUBLIC SERVANTS	57	
EDUCATION FOR RECONCILIATION	62	
MUSEUMS AND ARCHIVES		67
MISSING CHILDREN AND BURIAL INFORMATION	71	
NATIONAL CENTRE FOR TRUTH AND RECONCILIATION	77	
COMMEMORATION	82	
SPORTS AND RECONCILIATION	87, 88	
NEWCOMERS TO CANADA		93
NOTE: The Calls to Action in the following categories are directed at third parties and not applicable to Government: Youth Programs; Settlement Agreement Parties and UNDRIP; Church Apologies and Reconciliation; Media and Reconciliation; Business and Reconciliation.		