

YUKON ADVISORY COMMITTEE ON MMIWG2S+

Implementation Plan

Changing the Story to
Upholding Dignity & Justice:
Yukon's Missing and Murdered
Indigenous Women, Girls and
Two-Spirit+ People Strategy



MAY 2023

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About the Yukon Advisory Committee on MMIWG2S+

The Yukon Advisory Committee (YAC) on MMIWG2S+ was established in 2015. It's initial mandate was to guide and support the first Yukon Regional Roundtable on Missing and Murdered Indigenous Women, Girls, and Two-Spirit+ People and to connect the work of the National Inquiry on Missing and Murdered Indigenous Women and Girls to Yukon families of MMIWG2S+, as well as Indigenous survivors, experts and communities.

Following the National Inquiry, the mandate of YAC expanded and the YAC was tasked with developing and implementing a whole-of-Yukon strategy to address the tragedy of MMIWG2S+ in the Yukon. In 2020, the YAC released *Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy*. In December 2022, it released *Priority Action Items for the Strategy*. In June 2023, the YAC released a full implementation plan for Yukon's Strategy. In all its work together, the YAC continues to be committed to a decolonized approach, grounded in culture and community, to taking action to end violence and upholding dignity and justice for Yukon's MMIWG2S+.

The YAC has three co-chairs. Each co-chair represents one of the Strategy's lead partners: Indigenous women's organizations, Yukon First Nations and the Government of Yukon.

The YAC co-chairs are:

- Doris Bill, representing Yukon First Nations;
- Ann Maje Raider, Executive Director of the Liard Aboriginal Women's Society (LAWS), representing Indigenous women's organizations; and
- The Honourable Jeanie McLean, Minister responsible for the Women and Gender Equity Directorate, representing the Government of Yukon.

Current members of YAC are:

- Terri Szabo, President, Yukon Aboriginal Women's Council (YAWC);
- Adeline Webber, President, Whitehorse Aboriginal Women's Circle (WAWC);
- Toni Blanchard, MMIWG2S+ family representative;
- Amanda Buffalo, Liard Aboriginal Women's Society (LAWS) representative; and
- Mae Bolton, Elder representative.

Ex-officio members include officials from the Yukon government, Indigenous women's organizations, Government of Canada, and Yukon RCMP.

We thank past members of the Yukon Advisory Committee on MMIWG2S+ for their time, energy, and commitment:

- Doris Anderson, former President, Yukon Aboriginal Women's Council (YAWC);
- Krista Reid, former President, Whitehorse Aboriginal Women's Circle (WAWC);
- Agnes Mills, Elder representative;
- Shaun Ladue, 2SLGBTQIA+ representative; and
- Elaine Taylor, former Minister responsible for the Women's Directorate.

Message from the Yukon Advisory Committee

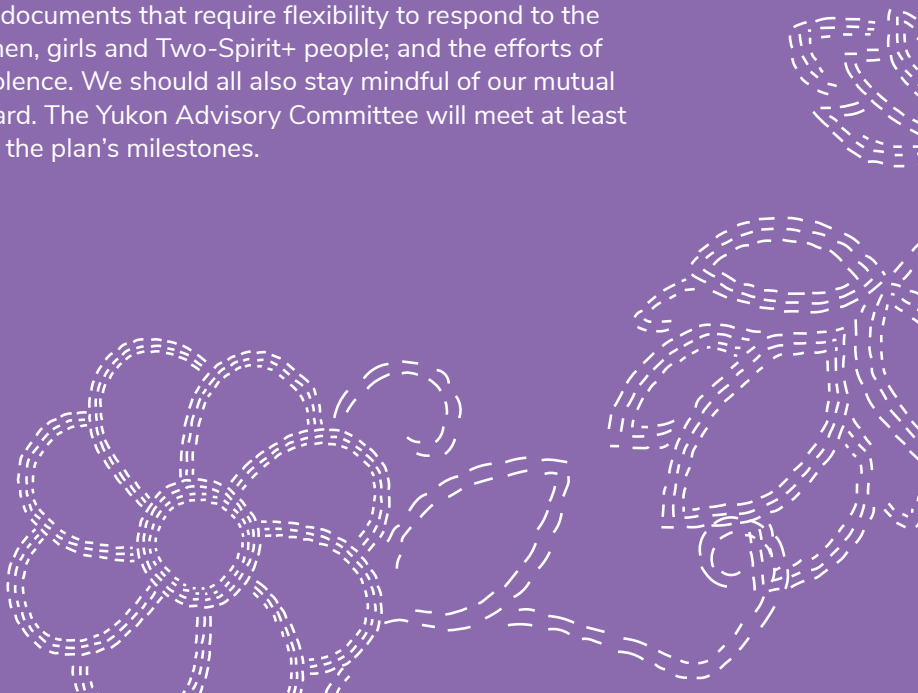
We are pleased to share the *Implementation Plan for Changing the Story to Upholding Dignity and Justice: Yukon's MMIWG2S+ Strategy with Yukoners.*

Since the Yukon Advisory Committee began its work on MMIWG2S+, our committee has recognized that the whole of Yukon must work together to create the systemic changes necessary to end the tragedy of MMIWG2S+. Based on this approach and guided by the tireless activism and contributions of families and survivors, we released the whole-of-Yukon MMIWG2S+ Strategy in 2020. More than 50 signatories shared this same vision and signed on to our territory's MMIWG2S+ Declaration in 2020.

With the release of the Implementation Plan, we take another significant step forward. When we released the Yukon's MMIWG2S+ Strategy, we first shared our vision: healthy, safe and violence-free communities where Indigenous women, girls and Two-Spirit+ Yukoners are respected, inherently valued, and treated equitably with dignity and justice. The Implementation Plan is the management tool that will guide the Strategy's signatories, contributors and partners towards making the Strategy's vision real.

We've organized the Implementation Plan so that it clearly links to the Strategy's four paths: strengthening connections and supports; community safety and justice; economic independence and education; and community action and accountability. As a management tool, it includes milestones, implementation leads (based on the signatories to the MMIWG2S+ Declaration, 2020), proposed timelines, and implementation considerations. These milestones and timelines will help YAC measure progress on the Strategy's objectives and support accountability. The Plan also includes implementation considerations that offer additional guidance, related work underway, or relevant research or reports that we suggest partners and contributors reference in the years to come.

We are grateful for the commitment many Yukoners have shown so far to effecting real change on Yukon's MMIWG2S+ and we trust that the Implementation Plan will offer all the Strategy's partners, contributors and signatories with the guidance they need to move forward. Both the Strategy and the Implementation Plan should be treated as living documents that require flexibility to respond to the evolving needs and priorities of Indigenous women, girls and Two-Spirit+ people; and the efforts of the partners and contributors working to end violence. We should all also stay mindful of our mutual accountability in ensuring the work moves forward. The Yukon Advisory Committee will meet at least biannually to review and assess the progress on the plan's milestones.



The work to get here today has been more complex than we first anticipated. We remain steadfastly committed and we ask all Yukoners once again to join us in this commitment. The tragedy of MMIWG2S+ People in Canada and in the Yukon has gone on far, far too long. Yes, the work will continue to be difficult – these are long, systemic issues we are seeking to heal and unravel. But we sincerely believe that the best way to achieve the Yukon's MMIWG2S+ Strategy's vision and to achieve the systemic changes required is through the involvement of all Yukoners – governments, the private sector, non-government organizations and individual Yukon citizens. We must - and can - make the changes needed together. We hope all Yukoners can see themselves in the Strategy and consider how they can play a role.



Ann Maje Raider

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



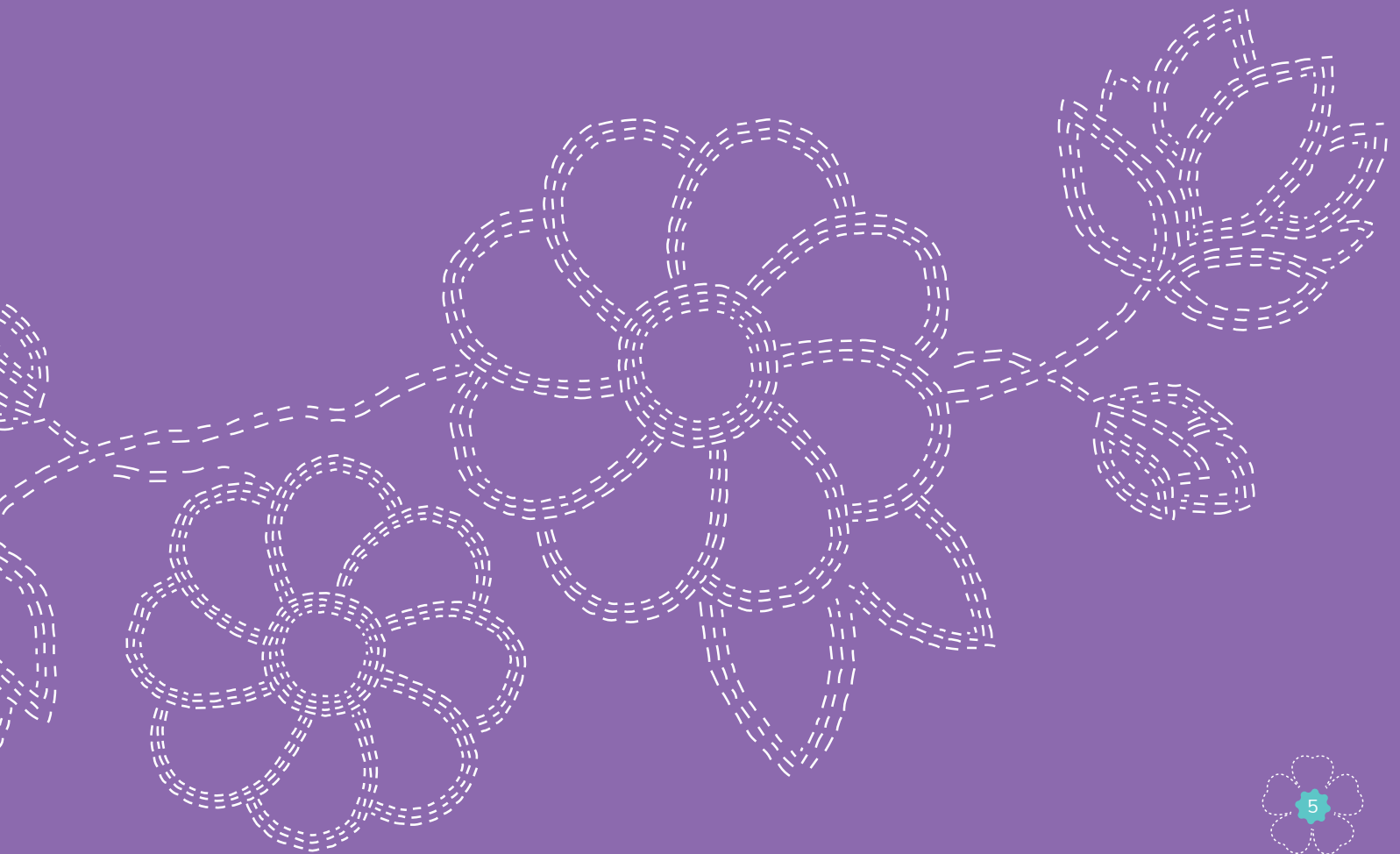
Doris Bill

Yukon First Nations Representative
Yukon Advisory Committee Co-Chair



Hon. Jeanie McLean

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



MMIWG2S+ Strategy

Vision

Healthy, safe and violence-free communities where Indigenous women, girls and Two-Spirit+ Yukoners are respected, inherently valued, and treated equitably with dignity and justice.

Foundational Values

Culture, Language, Spirituality and Relationship with the Land

The Final Report of the National Inquiry into MMIWG states that “the right to culture is also understood as including the ability to practice and pass on cultural traditions, language, and ways of relating to other people and to the land.” Recognizing that cultural rights are part of human rights, the Yukon’s Strategy on MMIWG2S+ will be grounded in Indigenous culture, language, and land-based initiatives. Each community is invited to interpret and implement this Strategy according to their own laws, language, sacred teachings, relationship with the land, cultural protocols, and governance systems.

Yukon First Nations and Other Indigenous Values and Principles

Each Yukon First Nation has its own unique set of values that they live by. Kindness, love, respect, balance, and harmony are some of the values that are honoured in relationships between all Indigenous people and with the land. Developing unique and shared understandings of values among all the Yukon and Indigenous people is an important foundation for the design and implementation of this Strategy.

Truth and Reconciliation

Partners are committed to taking joint action including all governments, organizations, Indigenous women’s organizations and MMIWG2S+ families to reinstate safety, justice, dignity, and equality for Indigenous women, girls, and Two-Spirit+ people in the Yukon. Collaborative planning and implementation will advance truth and reconciliation between Indigenous and non-Indigenous citizens by responding to the 94 Calls to Action of the Truth and Reconciliation Commission of Canada.

Self-Determination

Indigenous women, girls and Two-Spirit+ people, like all Canadians, have the right to life, liberty, and security of the person. The Yukon’s MMIWG2S+ Strategy will restore, respect and advance the fundamental principle of self-determination.

Indigenous Self-Government

Eleven Yukon First Nations have Final Land Claim and Self-Government Agreements and three Yukon First Nations have other governance structures in place without agreements. The Yukon Strategy on MMIWG2S+ recognizes all First Nations governments and will advance opportunities for inter-governmental collaboration that respect the governance structure of each community.



Goals

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

Implementation Principles

Inclusivity and Interconnection

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

Equity and Equality

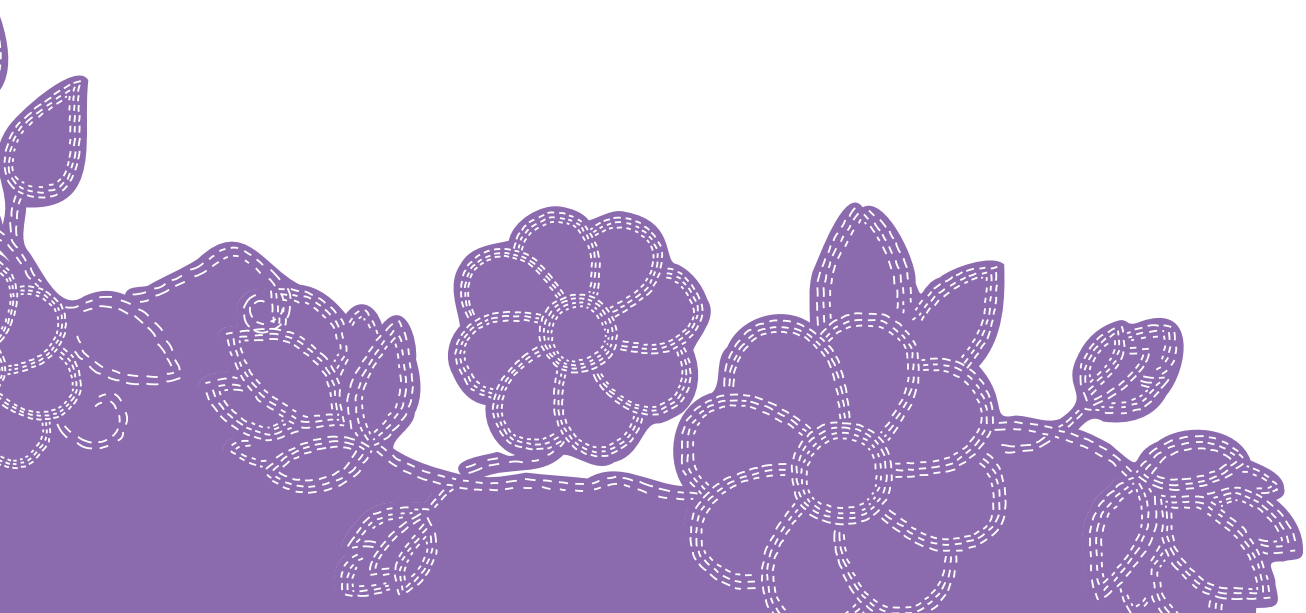
Social inequities and inequalities perpetuate violence. The implementation of this Strategy will identify and address patterns of racism, sexism, discrimination, and bias to improve justice, equality, and equity among Yukon people.

Sustainability

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

Accountability

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

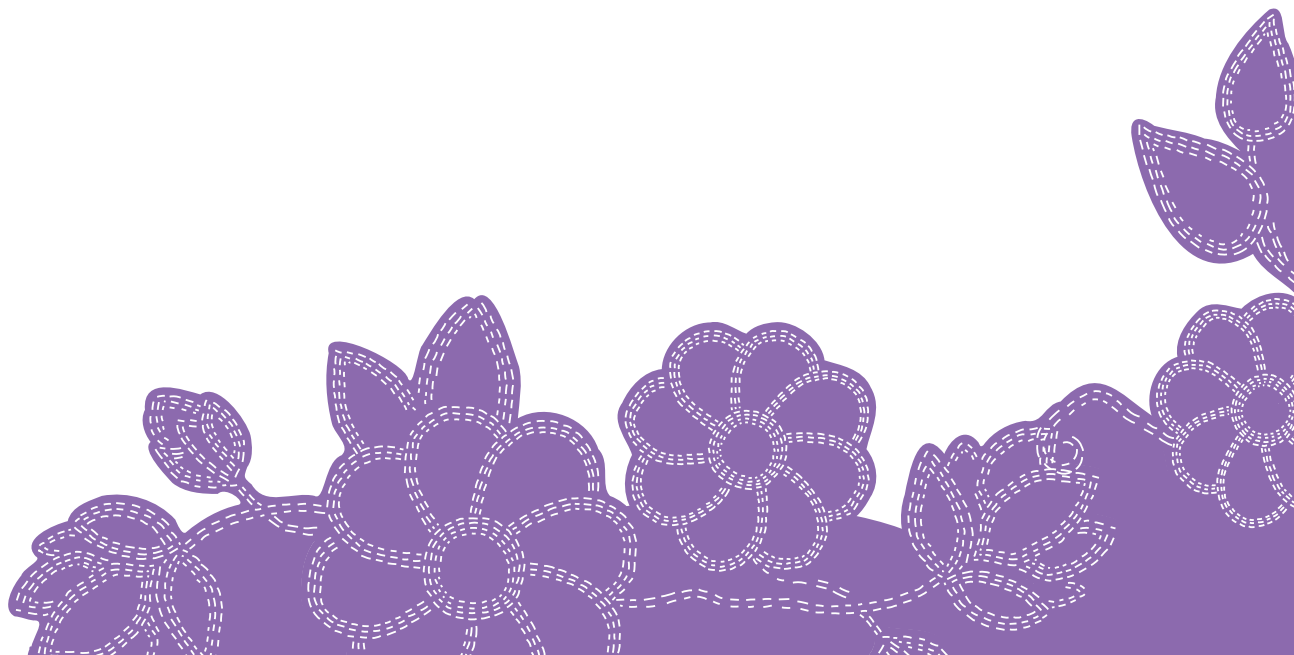


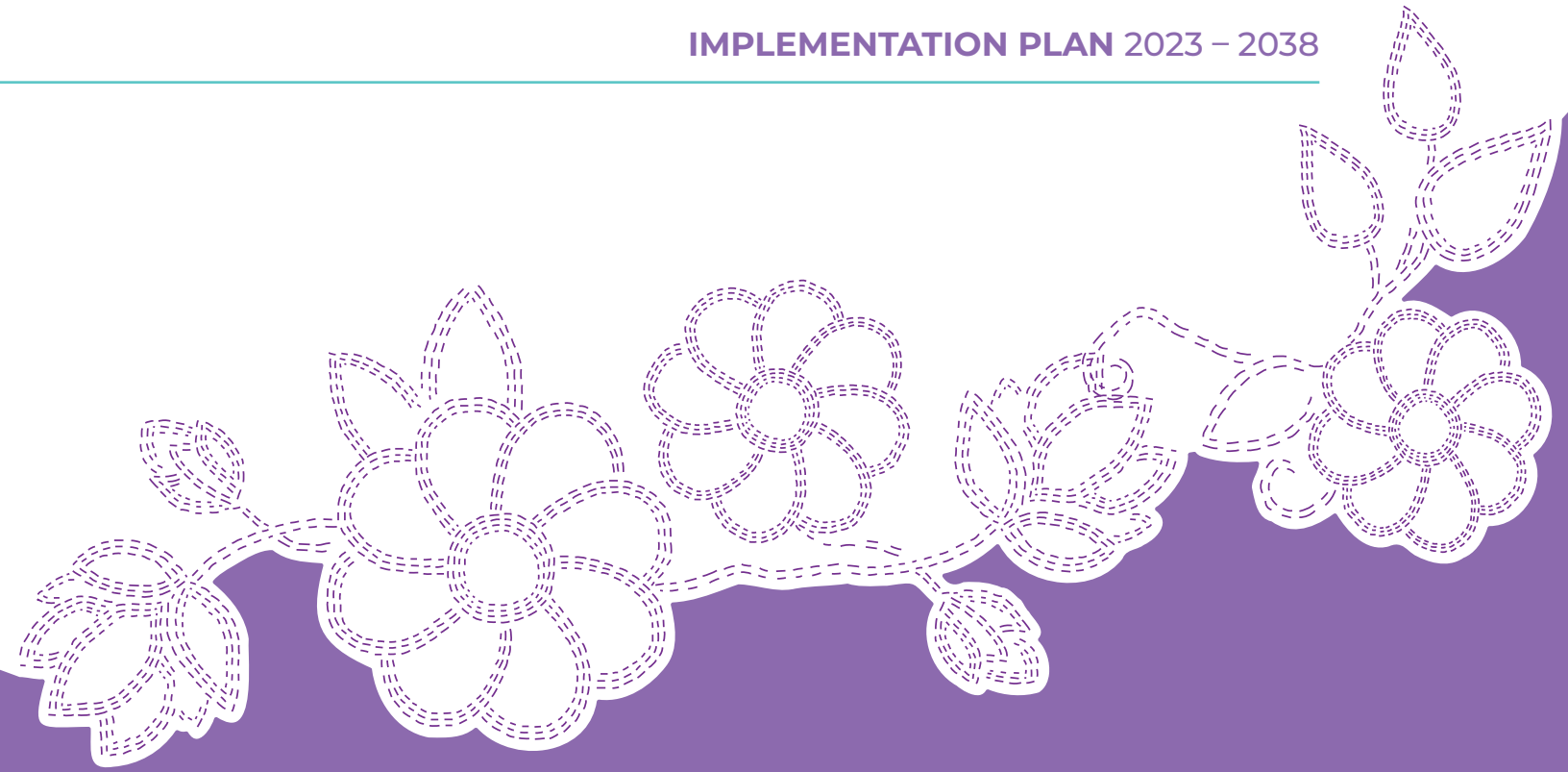
Priority Action Items

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

Priority Action Items

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





Implementation Plan

Four Paths to Changing The Story

Path 1: Strengthening Connections and Supports

Path 2: Community Safety and Justice

Path 3: Economic Independence and Education

Path 4: Community Action and Accountability

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Path 1: Strengthening Connections and Supports

Historical, multi-generational, and inter-generational trauma was identified by the National Inquiry on Missing and Murdered Indigenous Women and Girls (the Inquiry) as one of four pathways to violence. Yukon MMIWG2S+ families have long echoed the Inquiry's concerns about these pathways to violence and the need for sources of new and continued trauma to be identified and addressed. Strengthening connections to support access to justice, recovery and healing is an ongoing process that is optimal when designed and developed by and for Indigenous people in collaboration with contributing partners.

1.1 MMIWG2S+ Family/Survivor Support and Involvement

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

Reference	Objective	Implementation lead	Milestones	Timelines
1.1.a.	Establish a network and interagency system to support affected families and survivors.	Indigenous women's organizations	<p>Directory of affected families and survivors to remain engaged with the implementation of the Strategy.</p> <p>Network of advocacy services and supports for Indigenous women, girls and Two-Spirit+ people.</p> <p>A memorandum of understanding with British Columbia, Northwest Territories and Alaska.</p> <p>The development of a protocol document guiding a coordinated emergency response for Indigenous women, girls and Two-Spirit+ people.</p>	<p>Year 1 to Year 5*</p> <p>Year 1 to Year 15</p> <p>Year 1 to Year 5</p> <p>Year 1 to Year 5</p>
<p>Implementation considerations</p> <ol style="list-style-type: none"> Directory information managed in accordance with OCAP® data collection guidelines (ownership, control, access and possession). Yukon's Missing Persons Act (2017). 				

*year 1 = 2023

Reference	Objective	Implementation lead	Milestones	Timelines
1.1.b.	Honour MMIWG2S+ people	Indigenous women's organizations	<p>Public memory book and family tree of the MMIWG2S+.</p> <p>Identify monuments yet to be established.</p> <p>MMIWG2S+ monuments throughout the Yukon.</p>	<p>Year 1 to Year 5</p> <p>Year 1 to Year 5</p> <p>Year 5 to Year 10</p>
		Indigenous women's organizations Government of Yukon Yukon First Nations governments RCMP	<p>Family gatherings with leadership and RCMP.</p>	<p>Year 1 to Year 15</p>
<p>Implementation considerations</p> <ol style="list-style-type: none"> National Day of Awareness for Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People (May 5) and Sisters in Spirit Day (October 4). 				



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Reference	Objective	Implementation lead	Milestones	Timelines
1.1.c.	Create a space and treat Indigenous and Yukon youth as a priority to eradicate violence within Yukon society.	Yukon Advisory Committee	Invite Yukon youth groups to become signatories to the Strategy.	Year 1
		Yukon Advisory Committee Youth group signatories	Engagement roundtable to determine the needs of Yukon youth and partnership opportunities to eradicate violence against Indigenous women, girls and Two-Spirit+ people.	Year 1 to Year 5
		Government of Yukon	Incorporate the Youth for Dignity in Relationships program as part of the Government of Yukon's education curriculum.	Year 1 to Year 5
Implementation considerations <ol style="list-style-type: none"> Yukon youth groups include Youth of Today Society, BGC Yukon, and Yukon First Nations youth councils. Territorial Youth Strategy (2023). 				

Reference	Objective	Implementation lead	Milestones	Timelines
1.1.d.	Support programs for men and boys seeking to end violence.	Yukon Advisory Committee	Invite men and boys' groups seeking to end violence to become signatories to the Strategy.	Year 1
Implementation considerations <ol style="list-style-type: none"> Council of Yukon First Nations: Yukon First Nations Violence Prevention Program. 				

1.2 Commemoration Priority action item #1

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

Reference	Objective	Implementation lead	Milestones	Timelines
1.2.a.	Restoration and commemoration of MMIWG2S+ resting places.	Yukon Advisory Committee	Invite the Yukon Coroner's Service to become a signatory to the Strategy.	Year 1 to Year 5
		Government of Yukon Government of Canada	Restoration and commemoration program and fund for families. Dedicated counselling services and supports for family members of MMIWG2S+ people.	Year 1 to Year 5* Year 1 to Year 15

*Updated since Priority Action Items document.



Reference	Objective	Implementation lead	Milestones	Timelines
1.2.b.	First Nations reclamation of residential school sites, restoration of gravesites, fences and markers.	Yukon Advisory Committee	Invite the Yukon Residential Schools and Missing Children Working Group* to become a signatory to the Strategy.	Year 1
		Government of Yukon Government of Canada	Dedicated counselling services and supports for families affected by unmarked graves. Collection of residential school, government and church records. Establish residential school database.	Year 1 to Year 5 Year 1 to Year 5 Year 1 to Year 15
Implementation considerations <ol style="list-style-type: none"> Recognize the role of the Independent Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with Indian Residential Schools. Links to Implementation Plan objective 2.7 - Update of MMIWG2S+ Record.**. 				

*Formerly the Chootla Committee.

**Updated since Priority Action Items document.

Reference	Objective	Implementation lead	Milestones	Timelines
1.2.c.	Yukon First Nations residential school database.	Indigenous women's organizations Government of Yukon Government of Canada	Collection of residential school, government and church records.	Year 1 to Year 5
		Indigenous women's organizations Yukon First Nations governments	Establish residential school database.	Year 1 to Year 15
Implementation considerations* <ol style="list-style-type: none"> Recognize the role of the Independent Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with Indian Residential Schools. Yukon Residential Schools and Missing Children Working Group. 				

* Updated since Priority Action Items document.

1.3 Strengthen First Nations Identity and Connections

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

Reference	Objective	Implementation lead	Milestones	Timelines
1.3.a.	Increase opportunities for Indigenous women and families to reconnect to their First Nations communities and cultures.	Yukon First Nations governments	Community gatherings to promote community awareness and to celebrate and strengthen family and community connections.	Year 1 to Year 5
		Indigenous women's organizations	Dedicated services, informed by cultural protocols, for family reunification and community integration.	Year 1 to Year 15
		Government of Yukon Government of Canada	Adequate funding for Yukon First Nations governments and Indigenous women's organizations.	Year 1 to Year 15

Reference	Objective	Implementation lead	Milestones	Timelines
1.3.b.	Support First Nations children and youth to be educated in accordance with their culture, informed by traditional knowledge, Indigenous languages, First Nations teaching methods and lived experiences.	Yukon First Nations governments	Dedicated supports and services for First Nations children to access culturally informed and based programs.	Year 1 to Year 15
		Yukon First Nations governments Government of Yukon	Policy and mandates to support First Nations-led conservation and environmental stewardship initiatives informed by traditional knowledge.	Year 1 to Year 15
			Yukon education policies to support First Nations students in gaining extracurricular credit for culturally based activities.	Year 1 to Year 15
			First Nations educators and First Nations educational support services throughout Yukon schools.	Year 1 to Year 15
Yukon school curriculum development to be Yukon-centric and informed by Yukon First Nations lived experiences and standards, taking into consideration intergenerational impacts of residential schools on First Nations cultures and customs.	Year 1 to Year 15			
Yukon school curriculum to include education on the history and impacts of residential schools.	Year 1 to Year 15			

Implementation considerations

1. All Yukon educators (early childhood development educators to university educators).
2. Yukon First Nation Education Directorate.
3. (The Yukon) First Nation School Board.
4. Yukon University.
5. Yukon First Nations Self-Government Agreements: Yukon First Nations' jurisdiction specific to education.



1.4 Community-based Mental Wellness Support

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

Reference	Objective	Implementation lead	Milestones	Timelines
1.4.a.	Increase and improve access to mental wellness support services that are culturally based.	Yukon First Nations governments	Dedicated mental wellness counselling support services for individuals and families to be accessible in First Nations communities.	Year 1 to Year 15
		Yukon First Nations governments Government of Yukon Government of Canada	Education and career development to increase First Nations counsellors. Yukon First Nations Cultural Wellness Health Strategy. Centre for Indigenous Cultural Wellness in the Yukon to provide dedicated supports and services to First Nations individuals, families and communities.	Year 1 to Year 15 Year 1 to Year 5 Year 5 to Year 10
Implementation considerations <ol style="list-style-type: none"> Yukon First Nations Self-Government Agreements: Yukon First Nations' jurisdiction specific to health and justice. Government of Yukon: <i>Putting People First: The final report of the comprehensive review of Yukon's health and social programs and services</i> (2020). 				

Reference	Objective	Implementation lead	Milestones	Timelines
1.4.b.	Support strategies to change the violent behaviours of male offenders.	Indigenous women's organizations Government of Yukon Yukon First Nations governments	Establish dedicated culturally based programs, supports and counselling services for male offenders who perpetuate violence against Indigenous women, girls and Two-Spirit+ people.	Year 1 to Year 15
Implementation considerations <ol style="list-style-type: none"> Indigenous men's groups who become signatories to the Strategy. Examine the use and effectiveness of Gladue reports, Yukon Community Wellness Court and Domestic Violence Treatment Option Court. 				

1.5 Community and Land-based Infrastructure and Programming Priority action item #2

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

Reference	Objective	Implementation lead	Milestones	Timelines
1.5.a.	Land-based healing and recovery centres throughout the Yukon.	Yukon First Nations governments* Government of Yukon Government of Canada	Land-based healing summit. Land-based health strategy. Report and recommendations: infrastructure and capital plans.	Year 1 to Year 5 Year 1 to Year 5 Year 1 to Year 15

*Updated since Priority Action Items document.

Reference	Objective	Implementation lead	Milestones	Timelines
1.5.b.	Permanent land-based camps throughout the Yukon.	Yukon First Nations governments Government of Yukon Government of Canada	Land-based camp planning committee of professionals, Elders, leadership and youth. Develop a Yukon-wide strategy informed by Yukon First Nations best practices. Establish land-based camps.	Year 1 to Year 5 Year 1 to Year 5 Year 5 to Year 15

Implementation considerations

1. Yukon First Nations best practices: Aunties and uncles cultural camps.
2. Yukon First Nations Self-Government Agreements: Programs and services negotiations (Section 17).
3. Yukon First Nations Self-Government Agreements: Yukon First Nations' jurisdiction specific to justice (Section 13.3.17 and 13.6.0). *
4. Dedicated land-based camps, supports and programming for Indigenous youth.*

*Updated since Priority Action Items document.

1.6 Indigenous Children and Families

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

Reference	Objective	Implementation lead	Milestones	Timelines
1.6.a.	Support Indigenous children to be reconnected and raised with their First Nations families and in their First Nations communities.	Yukon First Nations governments	Identify First Nations parents' and children's needs to inform program and support services. Homecoming ceremonies. Encourage each First Nation to establish a community-based process to help separated families and children reconnect.	Year 1 to Year 5 Year 1 to Year 15 Year 1 to Year 15
		Government of Yukon	Monitor and report on progress with implementing the 2022 <i>Child and Family Services Act</i> to eliminate custody violence against Indigenous children.	Year 1 to Year 15

Reference	Objective	Implementation lead	Milestones	Timelines
1.6.b.	Provide culturally based programs and services to support and nurture First Nations family units.	Yukon Advisory Committee	Invite the First Nation School Board and Yukon First Nation Education Directorate to become signatories to the Strategy.	Year 1
		Yukon First Nations governments	Identify family-focused counselling needs. Community-delivered family programs.	Year 1 to Year 5 Year 5 to Year 15
		Yukon First Nations governments Government of Yukon	Establish dedicated family-focused counselling and therapy support services informed by Yukon First Nations languages and cultures.	Year 1 to Year 5

<p>Implementation considerations</p> <ol style="list-style-type: none"> Jordan's Principle. Skookum Jim Friendship Centre: Traditional Parenting Program. Healthy families programming. Yukon First Nation Education Directorate: Early Years Program. 				
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1.7 Improvements in Health and Social Programs and Services

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

Reference	Objective	Implementation lead	Milestones	Timelines
1.7.a.	Include representatives from Indigenous women's organizations to be invited and included as part of the Government of Yukon's implementation of <i>Putting People First</i> .	Yukon First Nations governments	Advocate and ensure Indigenous women's organizations are included in the implementation of <i>Putting People First</i> .	Year 1 to Year 3
		Indigenous women's organizations	Designated consultations with Indigenous women's organizations to identify recommendations on priorities.	Year 1 to Year 3

Reference	Objective	Implementation lead	Milestones	Timelines
1.7.b.	Implement improvements to Government of Yukon systems to improve health programs and services for First Nations individuals, families and communities.	Yukon Advisory Committee	Invite the Office of the Yukon Ombudsman to become a signatory to the Strategy.	Year 1
		Yukon First Nations governments	Develop a joint policy and design a model that supports the devolution of program and service delivery in First Nations communities in the areas of health and child protection.	Year 1 to Year 3
		Indigenous women's organizations Government of Yukon	Establish and implement a territory-wide strategy to eradicate racism within all governments.	Year 1 to Year 5
		Government of Yukon	Mandatory First Nations cultural orientation of government employees.	Year 1 to Year 15
		Indigenous women's organizations	Work with the Office of the Yukon Ombudsman to develop an Indigenous-focused campaign to improve access to services.	Year 1 to Year 5
Work with the Office of the Yukon Ombudsman to advance policies and practices to ensure cultural awareness and sensitivity to support responsive services for Indigenous women, girls and Two-Spirit+ people.	Year 1 to Year 5			
Implementation considerations				
1. Understanding best practices to support this objective, including inter-governmental protocols, agreements and secondments (e.g. Kwanlin Dūn First Nation Child and Family Liaison position).				

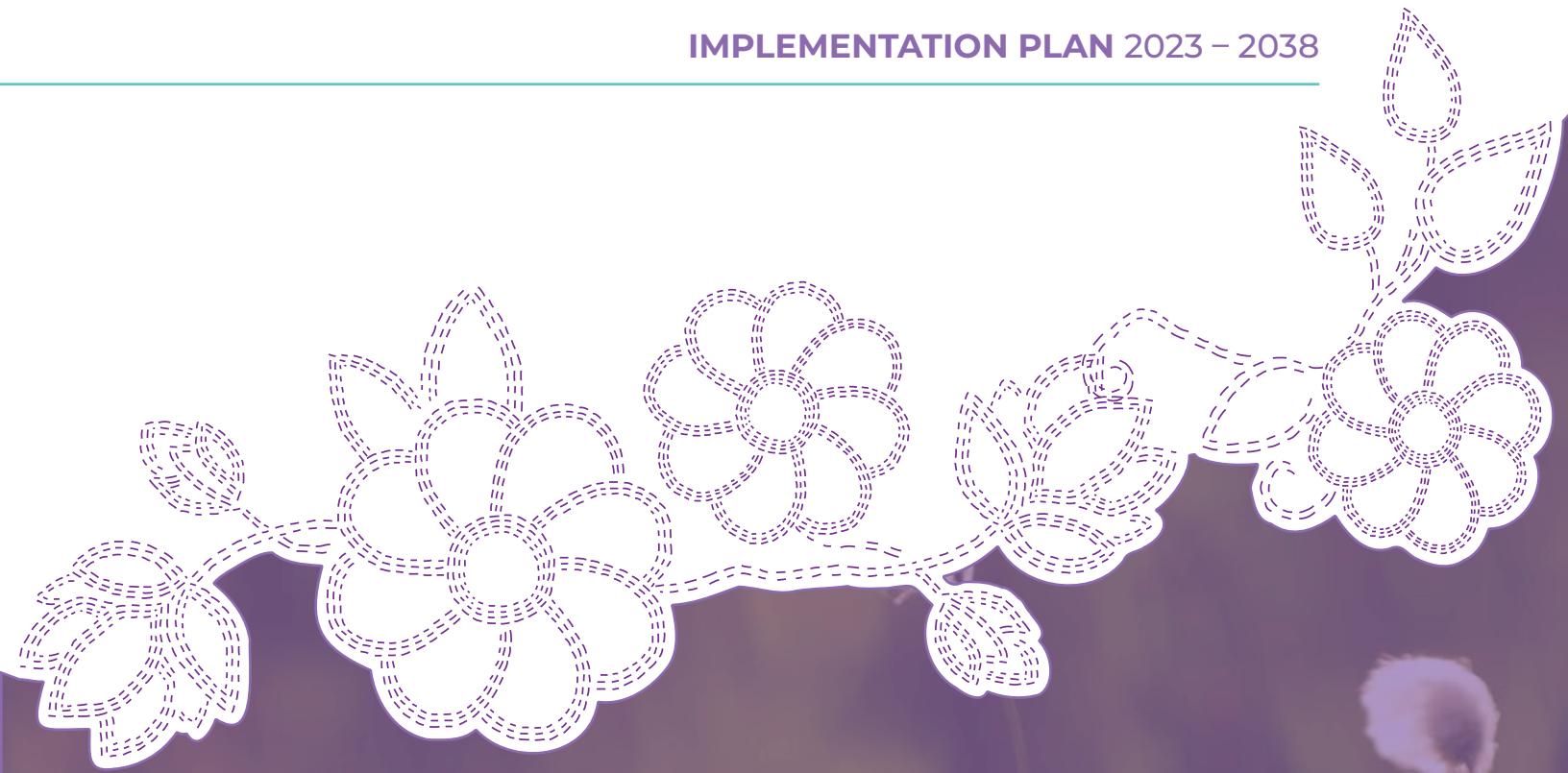
Reference	Objective	Implementation lead	Milestones	Timelines
1.7.c.	Increase and improve medical and health services, both traditional Indigenous and conventional western services, in rural communities.	Yukon First Nations governments	Traditional medicine programs, supports and services. Develop a Yukon First Nations community health co-management strategy. Implement the Yukon First Nations community health co-management strategy.	Year 1 to Year 15 Year 1 to Year 5 Year 5 to Year 10
		Government of Yukon	Educational and workplace incentives to increase First Nations healthcare capacity. Establish a Yukon First Nations lodge to meet the needs of Yukon First Nations families accessing Whitehorse-based healthcare services. Medical and healthcare program services in all rural communities.	Year 1 to Year 15 Year 1 to Year 5 Year 1 to Year 15
Implementation considerations				
1. <i>Putting People First: The final report of the comprehensive review of Yukon's health and social programs and services (2020).</i>				

Reference	Objective	Implementation lead	Milestones	Timelines
1.7.d.	Create and improve systems that address the substance-use health emergency and support Indigenous people to access culturally appropriate detox, drug and alcohol treatments, and health and wellness supports.	Yukon First Nations governments Government of Yukon Government of Canada Royal Canadian Mounted Police (RCMP)	Develop a joint addictions strategy that is inclusive of youth to address and eradicate drug trafficking and the substance-use health emergency throughout the Yukon.	Year 1 to Year 3
		Government of Yukon	Review in consultation with Yukon communities supervised consumption sites and safe supply programs and services in urban and rural communities.	Year 1 to Year 5
		Yukon First Nations governments	Advocate for legislative changes to improve sentencing considerations specific to substance abuse, possession and trafficking. First Nations policies to support those Indigenous individuals who wish to move from substance abuse towards health treatment.	Year 1 to Year 5 Year 1 to Year 5
Implementation considerations				
1. Best practices: Kwanlin Dün First Nation, Sarah's House. 2. <i>Portuguese Drug Policy Model (2021): 20 years of Portuguese drug policy - developments, challenges and the quest for human rights.</i> 3. <i>Territorial Youth Strategy (2023).</i>				

1.8 International Agreements on Rights Priority action item #3

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

Reference	Objective	Implementation lead	Milestones	Timelines
1.8.a.	Elevate the voices and perspectives of families and survivors of MMIWG2S+ people in the application of the UNDRIP to modern treaties, laws and relationships that impact and affect their lives.	Indigenous women’s organizations Government of Yukon Government of Canada Assembly of First Nations, Yukon Region	Government funding to support the participation of families and survivors of MMIWG2S+ to inform the application of UNDRIP.	Year 1
			Establish a specific Indigenous women’s engagement forum to examine UNDRIP in an Indigenous women’s context.	Year 1
			Develop recommendations to address how UNDRIP can uphold the principles, values and implement the objectives of the United Nations conventions on the <i>Rights of the Child</i> ; the <i>Rights of Persons with Disabilities</i> ; and the <i>Elimination of all Forms of Discrimination Against Women</i> .	Year 1 to Year 5
Implementation considerations				
1. Federal engagement process for the implementation of the <i>United Nations Declaration on the Rights of Indigenous Peoples Act SC 2021 c.14</i> : Action plan to be completed by June 2023.				



Path 2: Community Safety and Justice

Systemic injustices supported by institutional lack of will to change was identified by the National Inquiry as one of the four pathways to violence. Maintaining the status quo is not acceptable; especially when it comes to safety and justice. We must do better. As such, our actions need to seek systemic change to the structures that enact and enable violence.

2.1 Community Safety Assessments, Plans and Implementation Priority action item #4

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

Reference	Objective	Implementation lead	Milestones	Timelines
2.1.a.	Complete community assessments in all 14 Yukon First Nations communities.	Yukon First Nations governments	Required community assessments. Completed community assessments. Summary report of community assessments and recommended environmental designs to improve public safety.	Year 1 Year 1 to Year 5 Year 5
Implementation considerations <ol style="list-style-type: none"> Government of Yukon: Community Safety Planning Program (2022). Government of Canada: Aboriginal Community Safety Planning Initiative (2010). 				

Reference	Objective	Implementation lead	Milestones	Timelines
2.1.b.	Long-term funding for community safety initiatives.	All governments	Cost-shared funding model for community safety initiatives.	Year 1 to Year 5
Implementation considerations <ol style="list-style-type: none"> Yukon First Nations Self-Government Agreements: Yukon First Nations' jurisdiction specific to justice (Section 13.3.17 and 13.6.0)*. 				

* Updated since Priority Action Items document.

Reference	Objective	Implementation lead	Milestones	Timelines
2.1.c.	Community networks to increase public safety.	Indigenous women's organizations Government of Yukon	Develop a Yukon-wide safety campaign. Safety information workshops and toolkits. Crisis support teams and 911 supports throughout Yukon communities. Yukon-wide community bulletin program.	Year 1 to Year 5 Year 1 to Year 5 Year 1 to Year 5 Year 1 to Year 5

2.2 Evaluate *Sharing Common Ground*

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

Reference	Objective	Implementation lead	Milestones	Timelines
2.2.a.	Evaluate the implementation of <i>Sharing Common Ground</i> recommendations (2010) that support the objectives of Yukon’s MMIWG2S+ Strategy to identify gaps and emerging needs.	Indigenous women’s organizations	Indigenous women’s and Two-Spirit+ people’s recommendations on next steps.	Year 1
		Yukon First Nations governments	Dedicated resources and the opportunity for Indigenous women, youth and Two-Spirit+ people to participate in the evaluation of <i>Sharing Common Ground</i> recommendations.	Year 1
		Government of Yukon RCMP	Report on emerging needs to support the families of MMIWG2S+ people.	Year 1 to Year 5
		Government of Canada	Provide ongoing financial resources for women’s organizations to realize program initiatives.	Year 1 to Year 15
<p>Implementation considerations</p> <ol style="list-style-type: none"> <i>Sharing Common Ground</i> recommendation 3.2: Development of training and development framework for RCMP members policing in the Yukon. <i>Sharing Common Ground</i> recommendation 4.1: Establish an interagency working group to develop a comprehensive framework for responding to domestic violence and sexualized assault. Government of Yukon, Council of Yukon First Nations and RCMP public engagement on <i>Sharing Common Ground</i> review (2022). Liard Aboriginal Women’s Society and RCMP’s joint Together for Justice Protocol (March 2013) and the Whitehorse women’s organizations and RCMP’s Together for Safety Protocol (2012/2013). Invite the Sexualized Assault Response Team (SART) to inform recommendations. 				

2.3 Restorative Justice

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

Reference	Objective	Implementation lead	Milestones	Timelines
2.3.a.	Increase culturally sensitive restorative justice programs, supports and services for Indigenous women, youth and Two-Spirit+ people throughout the Yukon.	Yukon First Nations governments	Establish community-delivered restorative programs and services that include but are not limited to: <ul style="list-style-type: none"> family mediation; community conflict resolution; family group conferencing (child protection); and victim impact panels, victim offender mediation, and circle sentencing in the criminal law context. 	Year 1 to Year 5
		Indigenous women's organizations	Establish Yukon First Nations policy guidelines to protect the safety and dignity of Indigenous women, youth and Two-Spirit+ people in the various restorative processes.	Year 1 to Year 15
		Government of Yukon Government of Canada	Provide dedicated core funding to establish, stabilize and operate community-based restorative programs, supports and services.	Year 1 to Year 15
		Government of Yukon	Fund annual restorative justice gatherings/conferences to advance and share best practices.	Year 1 to Year 15

Implementation considerations

1. Yukon First Nations Self-Government Agreements: Yukon First Nations' jurisdiction specific to justice (Section 13.3.17 and 13.6.0).

2.4 Whitehorse Correctional Centre and Community Justice Services

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

Reference	Objective	Implementation lead	Milestones	Timelines
2.4.a.	Improve institutional programs, services and supports for incarcerated Indigenous women, youth and Two-Spirit+ people.	Indigenous women's organizations	Needs assessment informed by Indigenous women, youth and Two-Spirit+ people with incarceration-lived experiences.	Year 1 to Year 5
		Indigenous women's organizations Yukon First Nations governments Government of Yukon	Review the correctional facility, the Women's Transitional Living Centre and associated policies.	Year 1 to Year 5

Reference	Objective	Implementation lead	Milestones	Timelines
			<p>Recommendations to address the needs and safety interests of incarcerated Indigenous women, youth and Two-Spirit+ people.</p> <p>Indigenous policy and program supports to provide dedicated internal programs, supports and services for Indigenous women, youth and Two-Spirit+ people inclusive of community reintegration considerations.</p>	<p>Year 1 to Year 5</p> <p>Year 5 to Year 10</p>
<p>Implementation considerations</p> <ol style="list-style-type: none"> 1. Yukon First Nations Self-Government Agreements: Yukon First Nations' jurisdiction specific to justice (Section 13.3.17 and 13.6.0). 2. Council of Yukon First Nations: Indigenous Courtworker and Reintegration programs. 3. Report of the Auditor General of Canada to the Yukon Legislative Assembly – 2015: Corrections in Yukon – Department of Justice. 				

Reference	Objective	Implementation lead	Milestones	Timelines
2.4.b.	Improve the administration of justice and access to justice for Indigenous women, children and Two-Spirit+ people.	Indigenous women's organizations Yukon First Nations governments	Access to justice gap-analysis with recommendations to inform institutional changes and programs and services requirements.	Year 1 to Year 2
		All governments	<p>Dedicated advocacy services and supports for Indigenous women, children and Two Spirit+ people.</p> <p>Dedicated legal services for Indigenous women, children and Two-Spirit+ people (child protection, victims of violence) during court proceedings.</p> <p>Dedicated counselling and advocacy support for children who are victims of sexualized violence (connects to Implementation Plan objectives 2.5 and 2.6).</p> <p>Evaluation of Gladue sentencing principles and court decisions to identify successful cases and requirements to improve the safety of victims of violence (individuals and communities).</p> <p>Consider the establishment of a child and youth advocacy centre for victims of sexualized violence.</p>	<p>Year 2 to Year 5</p> <p>Year 2 to Year 5</p> <p>Year 2 to Year 5</p> <p>Year 2 to Year 5</p> <p>Year 10 to Year 15</p>
<p>Implementation considerations</p> <ol style="list-style-type: none"> 1. Child and youth advocacy centre models for single-window approach to support Indigenous women and children who are victims of violence. 2. 2021 Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ People National Action Plan: Ending Violence Against Indigenous Women, Girls, and 2SLGBTQQIA+ People. 3. Child and youth advocacy centre models include The Treehouse in Vancouver, BC and The Zebra Centre in Edmonton, Alberta. 				

2.5 Sexualized Assault and Violence Response Priority action item #5

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

Reference	Objective	Implementation lead	Milestones	Timelines
2.5.a.	Establish Indigenous designed, victim-centred crisis responsive programs, services and supports.	All governments	Victim-centered crisis strategy: inventory and gap analysis. Indigenous representation on the Sexualized Assault Response Team. Sexualized Assault Response Team services in rural communities.	Year 1 to Year 5 Year 1 to Year 5 Year 1 to Year 5
Implementation considerations				
<ol style="list-style-type: none"> Application and accessibility to Kits on Ice: forensic medical examinations for victims of sexualized assault. Advance best practices for community-based, Indigenous-led victim supports. 				

2.6 Violence Prevention and Response Programs Priority action item #5

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

Reference	Objective	Implementation lead	Milestones	Timelines
2.6.a.	Transform the delivery of government response programs and services to eradicate prejudicial treatment of Indigenous women, girls and Two-Spirit+ people and their families.	Indigenous women's organizations Government of Yukon Government of Canada	Zero-tolerance policy against discrimination. Cultural diversity training programs for child protection, health, social and justice departments. Media campaigns to promote healthy cultural relationships.	Year 1 to Year 15 Year 1 to Year 15 Year 1 to Year 15

Reference	Objective	Implementation lead	Milestones	Timelines
2.6.b.	Community-based First Nations violence-prevention programs, supports and services.	Indigenous women's organizations All governments	Evaluation of violence prevention and response programs and services as well as current funding levels throughout the Yukon. Summary report and recommendations. Indigenous family violence-prevention programs and services guide to inform the funding and delivery of violence-prevention services for Indigenous women, children, Two-Spirit+ people and families.	Year 1 to Year 5 Year 1 to Year 5 Year 1 to Year 5

Reference	Objective	Implementation lead	Milestones	Timelines
			Dedicated domestic violence-prevention programs that are child and youth- focused. Dedicated legal representation for victims of violence.	Year 1 to Year 5 Year 1 to Year 5
Implementation considerations <ol style="list-style-type: none"> Recognize lessons learned from the Yukon Advocate Case Review Project. Federal/provincial/territorial governments: <i>National Action Plan to End Gender-Based Violence (2022)</i>. Pillar four: implementing Indigenous-led approaches.* 				

* Updated since Priority Action Items document.

2.7 Update of MMIWG2S+ Record

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

Reference	Objective	Implementation lead	Milestones	Timelines
2.7.a.	Ensure an accurate account of missing and murdered Indigenous people.	Government of Yukon Government of Canada	Dedicated financial resources. Ongoing financial support for a digital database and repository to ensure technical support, access, privacy and security.	Year 1 to Year 5 Year 1 to Year 15
		Indigenous women's organizations	Develop guidelines to conduct research to re-establish and update the records in consultation with Indigenous women's organizations. Research report, informed by the permission of the families, accounting for the deaths and disappearances of Indigenous women, girls and Two-Spirit+ people since the Yukon Sisters in Spirit project of 2010. Research report informed by the permission of the families on the deaths and disappearances of Indigenous men and boys. Establish a permanent repository of records that is secure but also accessible, with privacy permissions in place.	Year 5 to Year 10 Year 5 to Year 10 Year 5 to Year 10
Implementation considerations <ol style="list-style-type: none"> Yellowhead Institute. Mukurtu content management software: an Indigenous archive and publishing tool. Yukon Council of Archives. Native Women's Association of Canada and Yukon Aboriginal Women's Council Memorandum of Understanding (2009). 				

2.8 Transportation and Communication Priority action item #11

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

Reference	Objective	Implementation lead	Milestones	Timelines
2.8.a.	Safe, accessible and affordable transportation services for Indigenous women, girls and Two-Spirit+ people in need.	All governments	Evaluation report of community transportation needs for safety purposes and provide recommendations for transportation system service within Whitehorse and between communities with safety and mobility considerations for Indigenous women, girls and Two-Spirit+ people. Expedite 5.9 of <i>Putting People First</i> .	Year 1 to Year 5 Year 1 to Year 5
Implementation considerations <ol style="list-style-type: none"> Highway of Tears Initiative (2016) – Highway 16 Transportation Action Plan and the Ikwe Safe Ride Program. Yukon First Nation Chamber of Commerce: Yukon Community Travel Project: Final Report (June 2021). <i>Putting People First</i> recommendation 5.9: "Working with First Nations governments and the Government of Canada, determine how to coordinate the delivery of non-insured health benefits to all Yukoners to ensure consistency in benefits and efficient delivery." Yukon Women's Coalition: Taxi Safety Report (2021). Yukon Aboriginal Women's Council's awareness campaign on taxi safety*. 				

* Updated since Priority Action Items document.

Reference	Objective	Implementation lead	Milestones	Timelines
2.8.b.	Reliable and affordable communication systems (telephone and internet services) throughout the Yukon.	Yukon Advisory Committee*	Invite Northwestel to become a signatory to the Strategy. Invite Telus and Rogers to become signatories to the Strategy. Invite the Canadian Radio-television and Telecommunications Commission to become a signatory to the Strategy.	Year 1 Year 1 Year 1
		Government of Yukon Government of Canada	Reliable and affordable communication systems (telephone and internet services) throughout the Yukon.	Year 1 to Year 15

* Updated since Priority Action Items document.

2.9 Research Projects

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

Reference	Objective	Implementation lead	Milestones	Timelines
2.9.a.	Establish an Indigenous research house of learning to promote, develop, support and house Indigenous-led research on topics of importance to the equity and equality, health and wellness, and safety of Indigenous, women, girls and Two-Spirit+ people.	Yukon Advisory Committee	Invite Yukon University to become a signatory to the Strategy. Invite the Yukon Status of Women Council to become a signatory to the Strategy.	Year 1 Year 1
		Indigenous women's organizations	Research report on various forms of human trafficking in the Yukon and recommendations to eradicate these human rights violations.	Year 1 to Year 5
		All governments	Research report on the relationships and common factors between violence and lateral violence, and the impacts of colonization, racism, patriarchy, oppression and social inequity. Establish an Indigenous women, girls and Two-Spirit+ people research chair for the Yukon.	Year 1 to Year 5 Year 1 to Year 5
<p>Implementation considerations</p> <ol style="list-style-type: none"> 1. Yellowhead Institute. 2. First Nations Information Governance Centre: OCAP® (ownership, control, access and possession principles). 3. Yukon Status of Women Council: Not Your Fantasy research initiative. 4. University of British Columbia: First Nations House of Learning. 5. University of Victoria and Yukon First Nations: Indigenous laws projects. 6. Yukon First Nation Education Directorate. 7. Government of Yukon: LGBTQ2S+ Inclusion Action Plan (2021). 				



Path 3: Economic Independence and Education

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

3.1 Leadership, Education and Training Programs

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

Reference	Objective	Implementation lead	Milestones	Timelines
3.1.a.	Invest in the education, leadership and employment of Indigenous people.	Yukon Advisory Committee	Invite the Yukon First Nation Education Directorate, the Skookum Jim Friendship Centre and the Yukon Learn Society to become signatories to the Strategy.	Year 1
		Yukon First Nations governments	Consult with Indigenous students, youth and adults to identify obstacles and needs to increase employment of Indigenous people to inform government-related policies and strategies.	Year 1 to Year 15
		Government of Yukon	Implement policies to support a safe educational environment.	Year 1 to Year 15
Implementation considerations <ol style="list-style-type: none"> 1. Yukon First Nations Self-Government Agreements: Chapter 22 Economic Development Measures. 2. Government of Yukon: <i>Breaking Trail Together, An Inclusive Yukon Public Service: Strategic Plan 2019-2029</i>. 3. Government of Yukon: <i>People Plan: A plan for the Government of Yukon's public service 2019 – 2023</i>. 4. Yukon First Nations Wildfire: Beat the Heat Program, as a model of training and employment. 5. Skookum Jim Friendship Centre. 				

Reference	Objective	Implementation lead	Milestones	Timelines
3.1.b.	Support Indigenous women, girls and Two-Spirit+ people with health conditions, impairments, disabilities and neurodiversity to actively participate in education, leadership, and economic opportunities.	Yukon Advisory Committee	Invite Fetal Alcohol Syndrome Society Yukon (FASSY), Autism Yukon, Opportunities Yukon, the Yukon Learn Society to become signatories to the Strategy.	Year 1
		All governments	Dedicated programs and supports that address health conditions, impairments, disabilities and neurodiversity and provide access to accommodation, employment, and leadership opportunities.	Year 1 to Year 15
Implementation considerations <ol style="list-style-type: none"> 1. Government of Yukon: Reimagining Inclusive and Special Education (RISE) Initiative. 2. Government of Yukon: <i>Student Outcome Strategy, in response to Auditor General of Canada's Independent Auditor's Report: Kindergarten Through Grade 12 Education in Yukon – Department of Education (2019)</i>. 3. Asante Centre (Vancouver Island). 4. Georgia Strait Women's Clinic: Occupational Trauma (PTSD) program. 				

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Reference	Objective	Implementation lead	Milestones	Timelines
3.1.c.	Decolonize education and ensure that curriculum is informed by Yukon First Nations cultures and lived experiences.	Yukon First Nations governments Government of Yukon	Curriculum at all educational levels that supports and advances First Nations cultural life skills, heritage, languages and subsistence-based economies.	Year 1 to Year 15
Implementation considerations <ol style="list-style-type: none"> 1. Yukon First Nation Education Directorate. 2. Council of Yukon First Nations: Yukon First Nations Education Commission. 3. Yukon First Nations Chiefs Committee on Education. 4. Yukon First Nations Joint Education Action Plan 2014-2024: A Blueprint to Strengthen Our Roots and to Close the Education Gap. 				

Reference	Objective	Implementation lead	Milestones	Timelines
3.1.d.	Support and advance the development of First Nations economies and strengthen Indigenous participation in the economy.	Yukon Advisory Committee	Invite Yukon First Nations Culture and Tourism Association, Yukon First Nations development corporations, dāna Nāye Ventures, and the Yukon First Nation Chamber of Commerce to become signatories to the Strategy.	Year 1
		Indigenous women's organizations Yukon First Nations governments	Economic strategies, initiatives, incentives and supports to advance cultural and land-based businesses and Indigenous arts and tourism led by Indigenous women and Two-Spirit+ people.	Year 1 to Year 15
			Strategies, initiatives, incentives and supports to advance Indigenous-led business economic participation.	Year 1 to Year 15
Implementation considerations <ol style="list-style-type: none"> 1. Government of Yukon: <i>Creative Potential: Advancing the Yukon's Creative and Cultural Industries strategy</i> (November 2021). 2. Government of Yukon: <i>Growing Together: The Yukon First Nations Procurement Policy</i> (February 2022). 3. Government of Yukon: <i>Our Clean Future: A Yukon strategy for climate change, energy and a green economy</i> (2020). 				

3.2 Post-Secondary Education and Professional Development

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

Reference	Objective	Implementation lead	Milestones	Timelines
3.2.a.	Promote and support First Nations careers that are key to ending violence against Indigenous women, girls and Two-Spirit+ people.	Yukon Advisory Committee	Indigenous women, girls and Two-Spirit+ people studies as part of the Yukon education curriculum.	Year 1 to Year 15
		Yukon First Nations governments Government of Yukon	Increase representation of Indigenous women and Two-Spirit+ people in teaching all levels of educational studies.	Year 1 to Year 15
			Increase representation of Indigenous women, youth and Two-Spirit+ people in the student body in the areas of health, mental wellness, social work, and justice.	Year 1 to Year 15
		All governments	Practicum placement within First Nations communities.	Year 1 to Year 15
Implementation considerations 1. Yukon University Act (2019).				

Reference	Objective	Implementation lead	Milestones	Timelines
3.2.b.	Align Yukon University accreditation standards with Yukon First Nations standards.	Yukon First Nations governments	Prioritize the hiring and retention and ensure equitable compensation of Indigenous representation in Yukon University. First Nations community-based education courses equivalent to college and/or university accreditation.	Year 1 to Year 5
		Yukon First Nations governments Government of Yukon	Transform Yukon University accreditation standards to be inclusive and reflective of Yukon First Nations standards, including policy and legislation where appropriate.	Year 1 to Year 15
Implementation considerations 1. World Indigenous Nations Higher Education Consortium. 2. Yukon First Nations Self-Government Agreements: Chapter 22 Economic Development Measures. 3. Yukon University Collective Agreement: Significant Indigenous knowledge. 4. Access for Indigenous people living with disabilities and neurodiversity.				

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Reference	Objective	Implementation lead	Milestones	Timelines
3.2.c.	Increase the representation of Indigenous women, girls and Two-Spirit+ people in sport and recreation.	Yukon Advisory Committee	Invite sport organizations including the Yukon Aboriginal Sport Circle and Sport Yukon to become signatories to the Strategy.	Year 1
		Government of Yukon Government of Canada	Financial resources for equitable sponsorship for Indigenous sports.	Year 1 to Year 15

Reference	Objective	Implementation lead	Milestones	Timelines
3.2.d.	Increase the representation of Indigenous women, youth and Two-Spirit+ people in trades.	Yukon First Nations governments	Programs, supports and work placements for Indigenous women, youth and Two-Spirit+ people seeking to enter into trades.	Year 1 to Year 15
		Government of Yukon Government of Canada	Education funding and incentives inclusive of bursaries and forgivable student loans for surviving family members.	Year 1 to Year 15
		All governments	Policy development to ensure the safety of Indigenous women, youth and Two-Spirit+ people in trades.	Year 1 to Year 15

Implementation considerations

1. *Making it Work: Yukon Women in Trades and Technology* (2019).
2. *Truth and Reconciliation Commission of Canada: Calls to Action* (2015), calls to action on sports and reconciliation (calls #87 to #91).
3. *Government of Yukon: The Labour Market Framework for Yukon: Comprehensive Skills and Trades Training Strategy* (2010).

3.3 Employment, Livelihoods and Entrepreneurial Development

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

Reference	Objective	Implementation lead	Milestones	Timelines
3.3.a.	Develop a pathway for Indigenous women, youth and Two-Spirit+ people to gain economic independence and build sustainable lives.	Yukon Advisory Committee	Invite Yukonstruct to become a signatory to the Strategy.	Year 1
		Indigenous women's organizations Yukon First Nations governments Government of Yukon	Economic development model to assist Indigenous women, youth and Two-Spirit+ people who are experiencing economic barriers and poverty to enter the workforce and economy; and establish their own businesses.	Year 1 to Year 15
		Government of Canada	Provide federal monies to support the economic development model for Indigenous women, youth and Two-Spirit+ people.	Year 1 to Year 15
		Government of Yukon	Yukonstruct satellite offices in rural Yukon.	Year 10 to Year 15
Implementation considerations				
<ol style="list-style-type: none"> 1. Women and Economic Development Consortium: <i>Women in Transition Out of Poverty: An Asset-Based Approach to Building Sustainable Livelihoods</i> (2001). 2. dānā Nāye Ventures : Indigenous Women Entrepreneur Micro Loan program. 3. Yukonstruct Society. 4. Yukon First Nations Self-Government Agreements: Chapter 28: Training Trust. 5. Indigenous Tourism Association of Canada and Toronto Metropolitan University: Northern WE in Tourism study (ongoing). 6. dana Nāye Ventures: Yukon First Nations Implementation Fund Trust. 7. Government of Yukon: <i>People Plan: A plan for the Government of Yukon's public service 2019-2023</i>. 8. Government of Yukon: <i>Breaking Trail Together: An inclusive Yukon Public Service Strategic Plan 2019-2029</i>. 				

3.4 Resource Extraction and Major Infrastructure Projects Priority action item #6

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

Reference	Objective	Implementation lead	Milestones	Timelines
3.4.a.	Indigenous women, youth and Two-Spirit+ people participation in the resource extraction industry.	Yukon Advisory Committee	Invite the Yukon Chamber of Commerce, Yukon First Nation Chamber of Commerce and Yukon Women in Mining to become signatories to the Strategy.	Year 1

Reference	Objective	Implementation lead	Milestones	Timelines
3.4.b.	Indigenous women, youth and Two-Spirit + people participation in policy and legislation development.	Indigenous women's organizations All governments	Designated industry skill development programs for Indigenous women, youth and Two-Spirit+ people. Research project to identify and address barriers that affect the employment of Indigenous women, youth and Two-Spirit+ people within the resource extraction industry. Yukon-wide policy to increase public safety and eradicate violence and racism in the resource extraction industry and major infrastructure projects. Legislative framework to increase public safety and eradicate violence and racism in the resource extraction industry and major infrastructure projects.	Year 1 to Year 5 Year 1 to Year 5 Year 1 to Year 5 Year 1 to Year 5
<p>Implementation considerations</p> <ol style="list-style-type: none"> 1. Government of Yukon: <i>Growing Together: The Yukon First Nations Procurement Policy</i> (February 2022). 2. Yukon Environmental and Socio-economic Assessment Report): <i>Evaluation of the Effects of Industrial Activities on the Personal Safety of Indigenous and Non-Indigenous Women and Girls and LGBTQ2S+ Persons in Yukon</i> (2022). 3. Yukon mining legislation development. 4. Government of Yukon: <i>Our Clean Future: A Yukon strategy for climate change, energy and a green economy</i> (2020).* 5. Government of Yukon: <i>Cultivating Our Future: 2020 Yukon Agriculture Policy</i>.* 				

* Updated since Priority Action Items document.

3.5 Workplace Physical, Psychological and Cultural Safety

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

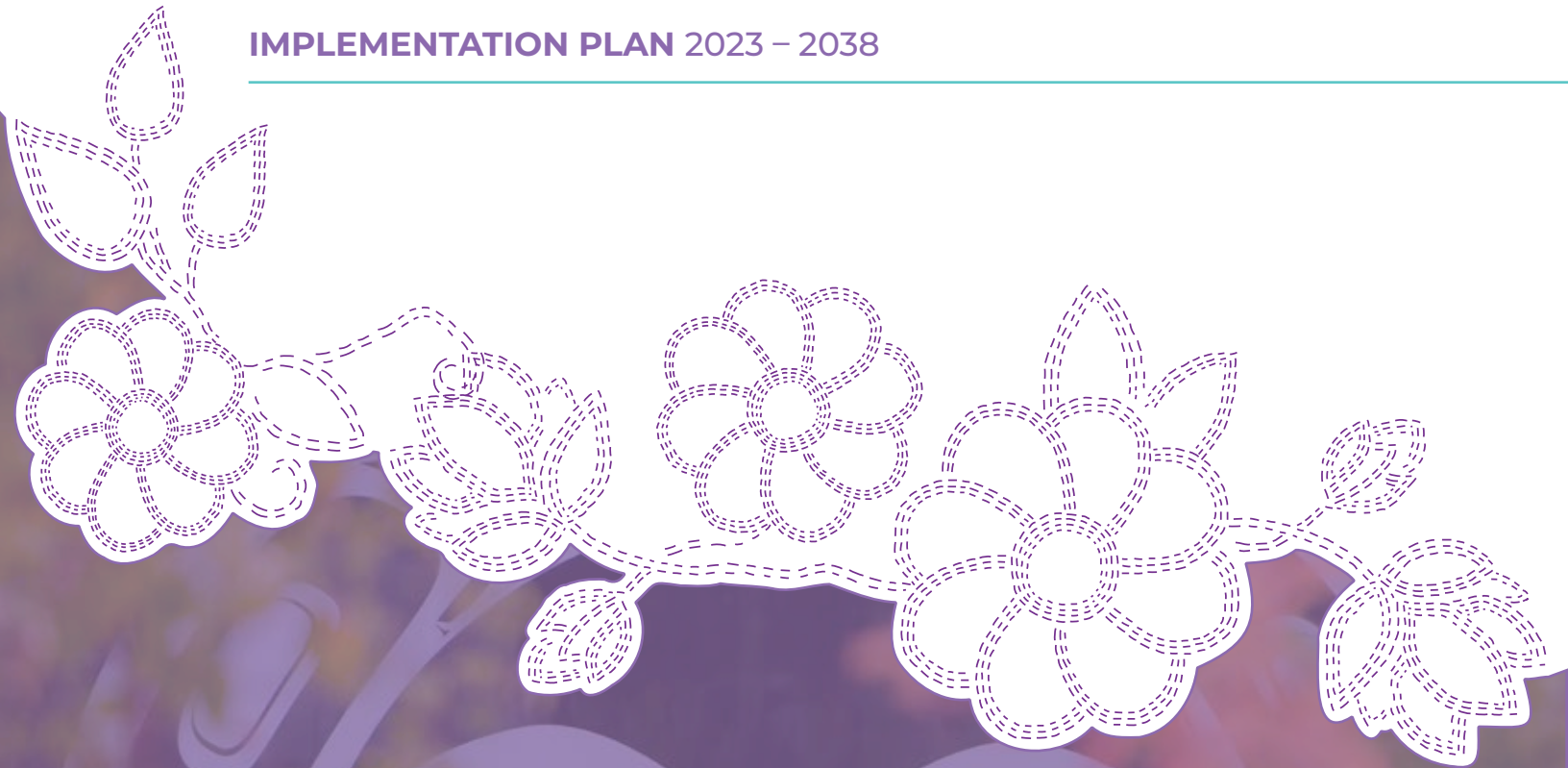
Reference	Objective	Implementation lead	Milestones	Timelines
3.5.a.	Keep Indigenous women, youth and Two-Spirit+ people safe in the workforce of their choice.	All governments	Identify workplace safety hazards in both the public and private workforce and requirements for safe work environments. Establish policies that comply with the Yukon's <i>Workers' Safety and Compensation Act</i> and provide a user-friendly, culturally informed internal complaints process within all governments that is dedicated to Indigenous women, youth and Two-Spirit+ people. Provide an information campaign to highlight the workplace safety policies and available complaint processes for employees.	Year 1 to Year 5 Year 5 to Year 15 Year 5 to Year 15

Reference	Objective	Implementation lead	Milestones	Timelines
		Government of Yukon	Advance Yukon legislation and its application and establish regulations to address and support the physical, psychological, cultural and spiritual safety of Indigenous women, youth and Two-Spirit+ people in the workplace, to be applied to all governments and employers and to inform contract terms with private companies.	Year 5 to Year 15
		Indigenous women's organizations Government of Yukon	Develop an information campaign that promotes public awareness of the new legislation and that addresses the importance of creating safe conditions for Indigenous women, youth and Two-Spirit+ people in the workplace	Year 5 to Year 15
Implementation considerations				
<ol style="list-style-type: none"> 1. Yukon's Workers' Safety and Compensation Act, SY 2021 c.11. 2. Federal/provincial/territorial governments: <i>The National Action Plan to End Gender-Based Violence</i> (2022). 				

3.6 Safe Housing and Freedom from Poverty Priority action item #7

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

Reference	Objective	Implementation lead	Milestones	Timelines
3.6.a.	Dedicated emergency and permanent housing options for Indigenous women, girls and Two-Spirit+ people.	Yukon Advisory Committee	Invite the Canadian Mortgage and Housing Corporation, Skookum Jim Friendship Centre and Connective to be signatories to the Strategy.	Year 1
		Indigenous women's organizations Government of Yukon Government of Canada	Evaluate existing housing programs, supports and services in all communities.	Year 1 to Year 5
			Housing strategy, informed by Indigenous women, girls and Two-Spirit+ people to provide emergency and affordable housing options for families directly affected by domestic violence.	Year 5 to Year 10
Implementation considerations				
<ol style="list-style-type: none"> 1. Government of Yukon and Yukon Housing Corporation: <i>Housing Action Plan for Yukon 2015-2025</i>. 2. Government of Yukon: <i>Office of the Auditor General of Canada report on the state of housing for vulnerable Yukoners Yukon Housing Corporation and Health and Social Services Work Plan</i> (2022). 3. Government of Yukon: <i>Putting People First: The final report of the comprehensive review of Yukon's health and social programs and services</i> (2020). 				



Path 4: Community Action and Accountability

Ignoring the agency and expertise of Indigenous women, girls, and Two-Spirit+ people is the fourth pathway to violence identified in the National Inquiry’s Final Report. Working together, taking action, and being accountable while respecting the expertise of Indigenous people and communities is a path to Changing the Story to Upholding Dignity and Justice in the Yukon. We believe that grounding our work in the inherent value and central importance of Indigenous women, girls, and Two-Spirit+ people is key to our ability to end violence in our communities.

4.1 Public Information, Training and Education

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

Reference	Objective	Implementation lead	Milestones	Timelines
4.1.a.	In partnership with local champions and Indigenous women’s organizations, develop public education and violence-prevention awareness campaigns and strategies to address MMIWG2S+ issues and priorities.	Yukon Advisory Committee	Develop a Yukon-wide declaration on ending violence against Indigenous women, girls and Two-Spirit+ people.	Year 1
		Indigenous women’s organizations	Develop a MMIWG2S+ website to advance public awareness campaigns and exchange ideas on how to build healthy and safe communities as Yukoners.	Year 1 to Year 5
		Indigenous women’s organizations All governments	Foster conversations and host public awareness forums to address violence against Indigenous women, girls and Two-Spirit+ people and identify ways to partner on creating conditions for safe and healthy individuals, relationships, families and communities.	Year 1 to Year 15
Implementation considerations <ol style="list-style-type: none"> National Day of Awareness for Missing and Murdered Indigenous Women, Girls and Two-Spirit+ People (Red Dress Day) (May 5); National Indigenous Peoples Day (June 21); National Day for Truth and Reconciliation (September 30); Sisters in Spirit Day (October 4). Yukon’s Missing Persons Act (2017) Federal/provincial/territorial governments: <i>National Action Plan to End Gender-Based Violence</i> (2022). 				

4.2 Intercultural Competence Training and Education

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

Reference	Objective	Implementation lead	Milestones	Timelines
4.2.a.	Promote and support Indigenous women, youth and Two-Spirit+ people-led training and educational forums to inform the cultural understanding and competence of the public and private sectors.	Indigenous women’s organizations	In partnership with Yukon First Nations, governments and the private industry, design a cultural competence training model that includes information on pre-contact and contemporary Yukon First Nations to promote the cultural awareness, sensitivity and competence within the judiciary, government public service and the private sector.	Year 1 to Year 5
		All governments	Include Yukon First Nations cultural competence training model as part of ongoing employee cultural orientation.	Year 5 to Year 15
Implementation considerations <ol style="list-style-type: none"> Yukon University: Yukon First Nations 101 course. Government of Yukon: Yukon Nominee Program and Yukon Business Nominee Program. Purnell Model for Cultural Competence. 				

4.3 Media Roles and Responsibilities

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

Reference	Objective	Implementation lead	Milestones	Timelines
4.3.a.	Address instances of misogynistic and prejudicial targeting of Indigenous women, girls and Two-Spirit+ people in media.	Yukon Advisory Committee	Invite all Yukon media, the Screen Production Yukon Association, the Canadian Radio-television and Telecommunications Committee, Canadian Broadcasting Corporation, and the Aboriginal Peoples Television Network to become signatories to the Strategy.	Year 1
		Indigenous women's organizations	Media training on respectful representation of Indigenous peoples and reporting on missing and murdered Indigenous people. Produce a series on MMIWG2S+ including the experiences and stories of families, survivors and communities.	Year 1 Year 1 to Year 5
		Indigenous women's organizations Yukon First Nations governments	Host a media roundtable to inform and establish an editorial board on MMIWG2S+ to address misogynistic portrayal and treatment of Indigenous women, girls and Two-Spirit+ people that may occur in Yukon media outlets and promote policies to eradicate violence against Indigenous women, girls and Two-Spirit+ people. Develop an educational campaign to eradicate violence against Indigenous women, girls and Two-Spirit+ people and address current issues.	Year 1 to Year 3 Year 1 to Year 15
<p>Implementation considerations</p> <ol style="list-style-type: none"> 1. Yukon media, including independent media producers. 2. RCMP communications. 				

Reference	Objective	Implementation lead	Milestones	Timelines
4.3.b.	Increase the representation of Indigenous women, girls and Two-Spirit+ people in media.	Government of Yukon	Promote and support the hiring of Indigenous women, youth, and Two-Spirit+ people in government communications.	Year 1 to Year 15
		All governments	In partnership with media agencies, develop a strategy to promote, support and employ Indigenous women, youth and Two-Spirit+ people in all levels and forms of media.	Year 1 to Year 15
		Government of Yukon Yukon First Nations governments	Provide scholarships and bursaries to support Indigenous women, girls and Two-Spirit+ people to advance education and careers in media.	Year 1 to Year 15
Implementation considerations <ol style="list-style-type: none"> Media agencies. Northern Native Broadcasting. Canadian Broadcasting Corporation (CBC). 				

4.4 Yukon Environmental and Socio-economic Assessment Act

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

Reference	Objective	Implementation lead	Milestones	Timelines
4.4.a.	Incorporate First Nations traditional knowledge into the YESAA evidence and evaluation process.	Yukon Advisory Committee	Invite the Yukon Environmental and Socio-economic Assessment Board to become a signatory to the Strategy.	Year 1
		Yukon First Nations governments	Support and use traditional knowledge, lived experience and cultural perspectives as evidence in the socio-economic assessment process.	Year 1 to Year 15
		Indigenous women's organizations Yukon First Nations governments Government of Yukon	Develop a policy to promote and support the hiring, board representation, orientation and retention of Indigenous women, youth and Two-Spirit+ people.	Year 1 to Year 15
Implementation considerations <ol style="list-style-type: none"> Yukon First Nations Final Agreements: Chapter 12 Development Assessment. Yukon Environmental and Socio-economic Assessment Act (2003). Yukon Environmental and Socio-economic Assessment Board. 				

4.5 Indigenous Women’s Organizations Priority action item #8

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

Reference	Objective	Implementation lead	Milestones	Timelines
4.5.a.	Long-term operational financial support to Indigenous women’s organizations.	Indigenous women’s organizations Government of Yukon Government of Canada	Funding needs assessment for the current and future model to support sister satellite offices throughout the Yukon. Federal-territorial cost-sharing model to provide operational funding to Indigenous women’s organizations.	Year 1 to Year 5 Year 1 to Year 5

4.6 MMIWG2S+ Strategy Accountability Framework Priority action item #9

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

Reference	Objective	Implementation lead	Milestones	Timelines
4.6.a.	Full implementation of Yukon’s MMIWG2S+ Strategy.	Yukon Advisory Committee ¹	Independent oversight office to monitor and guide the application of the implementation of the Strategy.	Year 1 to Year 5
		Indigenous women’s organizations	Annual reports to MMIWG2S+ families, partners and contributors.	Year 1 to Year 15
		Government of Yukon	Accountability forums	Year 1 to Year 15
Implementation considerations				
1. Strategy to be reviewed every fifth year to identify accomplishments, challenges and inform future timelines.				



¹The Implementation Plan requires ongoing oversight to support a coordinated and accountable approach in the realization of the overall objectives. It is proposed that the Yukon Advisory Committee be confirmed and funded as the oversight body for the life of the Implementation Plan.

4.7 2SLGBTQIA+ Advocacy and Public Education

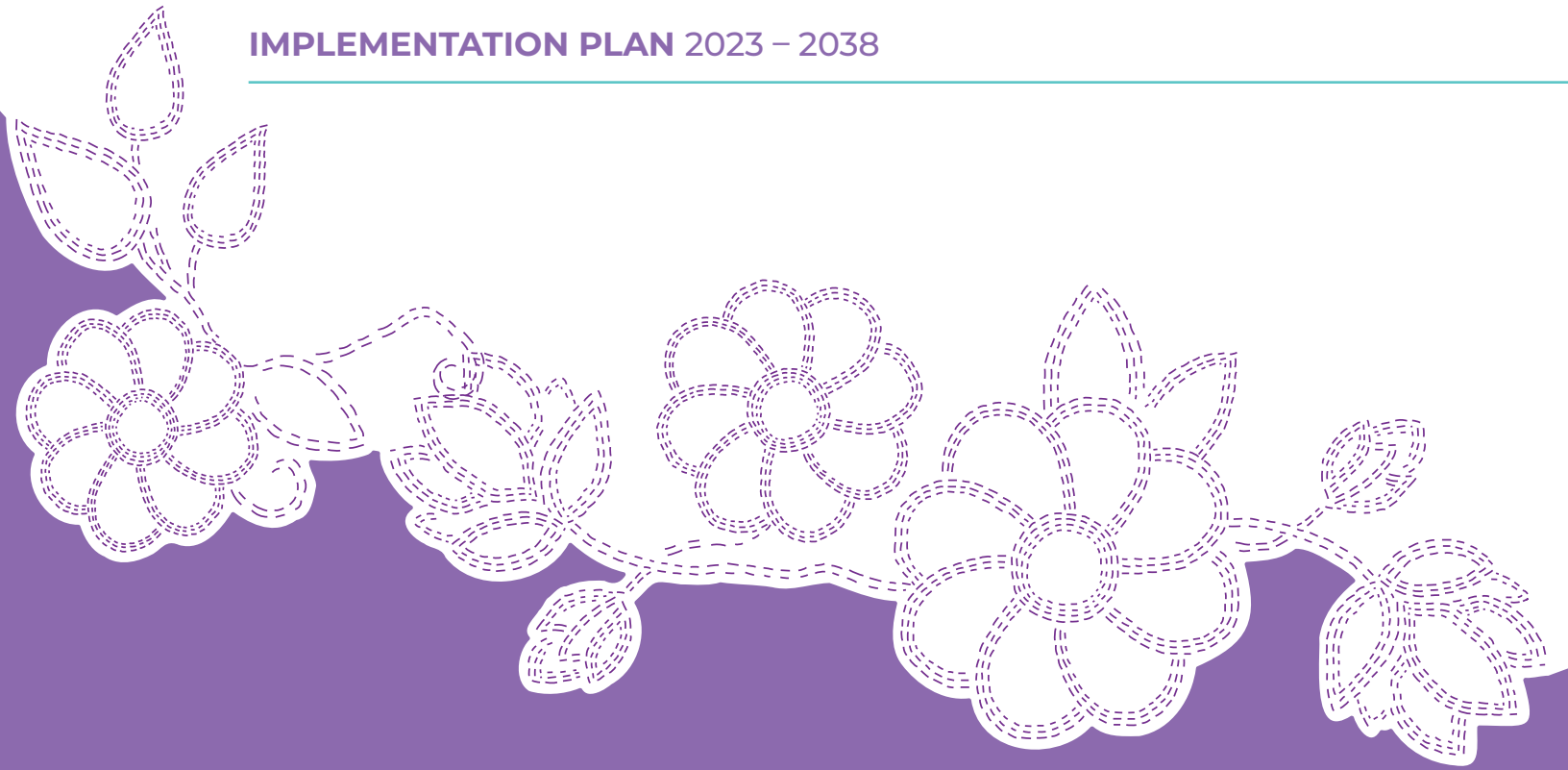
Assess needs and resources of organizations that engage in advocacy and education on anatomical sex, sexual orientation, sexualities, gender expression, and identities to address colonial violence against all genders and sexualities, promote understanding, and create safety, equality, and justice for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

Reference	Objective	Implementation lead	Milestones	Timelines
4.7.a.	Provide safe spaces and communities for all genders.	Yukon Advisory Committee All governments	Invite Queer Yukon and All Genders Yukon Society to become signatories to the Strategy. Implement the <i>LGBTQ2S+ Inclusion Action Plan</i> . In partnership with 2SLGBTQIA+ communities, develop public education materials and campaigns to address gender-based violence and inform violence prevention.	Year 1 Year 1 to Year 3 Year 1 to Year 15
Implementation considerations 1. Government of Yukon: <i>LGBTQ2S+ Inclusion Action Plan</i> (2021).				

4.8 MMIWG2S+ Trust Fund Priority action item #10

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

Reference	Objective	Implementation lead	Milestones	Timelines
4.8.a.	Establish an MMIWG2S+ trust fund.	Yukon Advisory Committee	Invite Yukon First Nations development corporations and private sector businesses to become signatories to the Strategy.	Year 1
		Indigenous women's organizations All governments Trustees	MMIWG2S+ trust fund Annual reports	Year 1 to Year 5 Year 1 to Year 15
Implementation considerations 1. Indigenous women and MMIWG2S+ families to inform qualifications and appointments to the trust fund.				



MMIWG2S+ Declaration

MMIWG2S+

Declaration 2020

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

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

Signed by

Indigenous women’s organizations

Liard Aboriginal Women’s Society
Whitehorse Aboriginal Women’s Council
Yukon Aboriginal Women’s Council

Government of Yukon

Office of the Premier
Department of Health and Social Services
Department of Justice
Department of Community Services
Department of Highways and Public Works
Women’s Directorate (now the Women and Gender Equity Directorate)

Government of Canada

Department of Crown-Indigenous Relations
Department of Northern Affairs
Women and Gender Equality/Rural Economic Development

Yukon First Nations governments

Carcross/Tagish First Nation
Champagne and Aishihik First Nations
First Nation of Na-Cho Nyäk Dun
Kluane First Nation
Kwanlin Dün First Nation
Liard First Nation
Little Salmon/Carmacks First Nation
Ross River Dena Council
Selkirk First Nation
Ta’an Kwäch’än Council
Teslin Tlingit Council
Tr’ondëk Hwëch’in
Vuntut Gwitchin First Nation
White River First Nation

Indigenous organizations

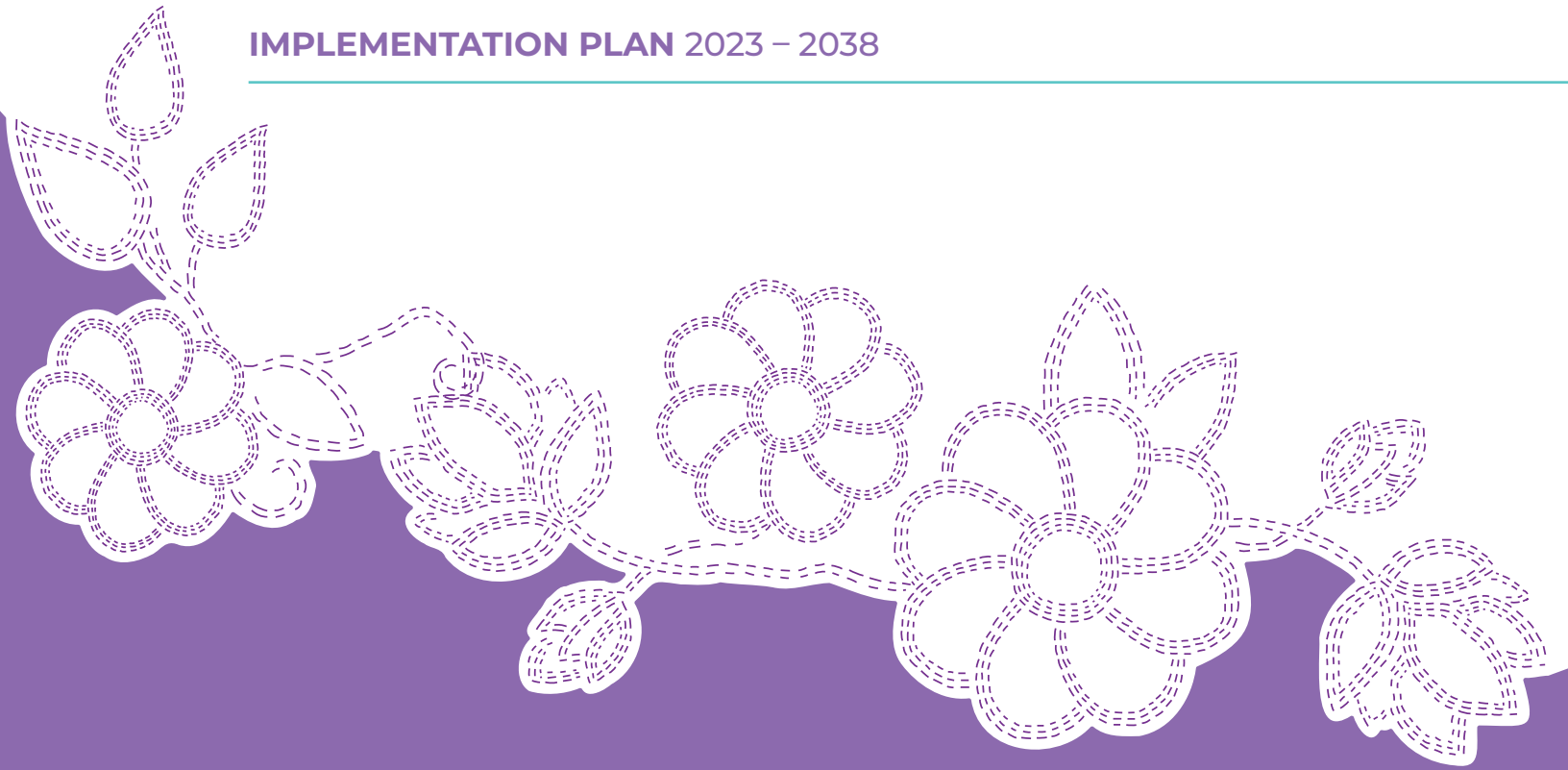
Council of Yukon First Nations
Assembly of First Nations, Yukon Region

Yukon municipalities

City of Whitehorse
Dawson City
Teslin
Town of Faro
Town of Mayo
Town of Watson Lake
Village of Carmacks
Village of Haines Junction

Other original signatories

Appointed representative of the Government of Canada
Member of Parliament for the Yukon
RCMP
Senator for the Yukon
Yukon New Democratic Party
Yukon Party
Yukon Advisory Committee on MMIWG2S+ co-chairs and members



Partners and Contributors

Partners and Contributors

(as of May 2023)

The Yukon's MMIWG2S+ Strategy benefited from discussions with a range of government, non-government and private sector organizations.

Partners are those that signed the 2020 MMIWG2S+ Declaration and formally committed to advancing the implementation of the Strategy alongside other partners. Partners have committed to investing financial and human resources into the Strategy's implementation.

Contributors are individuals and organizations that have and will continue to offer their ideas and efforts to the Strategy's implementation in less formal ways.

Additional partners and contributors will be added as implementation proceeds. Partners and contributors include but are not limited to:

- Families of MMIWG2S+
- Indigenous women and community activists
- Indigenous Elders, youth, and knowledge holders
- Indigenous men
- Indigenous women's organizations
- First Nations Governments
- Government of Yukon
- Yukon political parties
- Municipal governments
- Government of Canada
- Council of Yukon First Nations
- Assembly of First Nations, Yukon Regional Office
- RCMP
- Yukon Women's Coalition
- Non-governmental organizations
- Yukon Hospital Corporation
- Yukon University
- Yukon Arts Centre
- First responders
- Employers
- Private sector/industry
- Media
- Yukoners
- Other individuals or organizations



