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TUKTOYAKTUK COMMUNITY WELLNESS PLAN 2018

Inuvialuit Regional Corporation (IRC) April 2013

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Background

Over the last 75 years Inuvialuit Beneficiaries of the Inuvialuit Settlement Region (ISR) have had many lifestyle changes forced upon them, often without their consent or knowledge. Many of these changes have caused a number of negative social conditions which still exist today, these conditions include the loss of traditional values and lifestyle, increased levels of substance abuse and mental illness, increased levels of family violence and criminal activity, low education levels, low income levels and increased incidences of health problems like flu, cancer including chronic conditions such as diabetes.

Government social programs originally designed to address these issues have proven inadequate and ineffective and have at times further exacerbated the low education levels and dependency on government programs, specifically on income support. The trauma and cultural loss resulting from the Government of Canada's residential school policy, now a well-established legacy, are still impacting the communities in the region. Particularly problematic impacts include the lack of parenting skills, weakened family structure, and an overall cultural disconnection. Conditions are further compounded by the current under-resourcing in the area of early childhood programming, the social conditions within which many Inuvialuit live, and the lack of cultural relevance in education and government programming generally. (Inuvialuit Regional Corporation, 2007).

About Tuktoyaktuk

Tuktoyaktuk is part of the ISR which is a Region that was created under the Inuvialuit Final Agreement (IFA) signed in 1984. The Agreement gave the Inuvialuit financial compensation and ownership of 91,000 square kilometers of land including 13,000 square kilometers with subsurface rights to oil, gas and minerals. The Inuvialuit Regional Corporation (IRC) was created in 1986 to oversee the affairs of the settlement outlined in the final agreement. Overseeing such affairs involves programs and services that continually improve the economic, social and cultural wellbeing of Inuvialuit. Tuktoyaktuk like all Inuvialuit Communities has a community corporation with elected directors and an elected Chair. The Chairs of the six community corporations sit on the Board of IRC which is Chaired by an elected Chair and Chief Executive Officer for IRC.

Tuktoyaktuk Health Services include the Rosie Ovayuak Health Centre open Monday to Friday with after hour's emergency services when the caller can speak with a nurse. Like all the NWT communities, Tuktoyaktuk also has access to Tele-Care that provides a telephone triage and health advice service so that residents can access services without the requirement to travel to a health center, it is available 24/7 to provide health and social services information and answer resident's questions. In the Health Centre there is 1 Nurse in Charge (NIC), 2 Community

Health Nurses (CHN), 1 Nurse Practitioner, 1 Community Health Representative (CHR), 2 Home Support Worker, 1 Clerk, and 1 Caretaker (GNWT, n.d.). These personnel can provide a range of services including emergency treatment, and run many programs such as chronic disease clinic, school health program, immunization program, well woman/man clinic, and other health promotion and prevention initiatives. Tuktoyaktuk also has a Mental Health and Addictions Counsellor and 3 Community Social Workers that live in the community and Tuktoyaktuk also has a Women and Children's Shelter for women and children fleeing domestic violence. Tuk also has a Family Home Visitor.

A Medical Doctor fly's or drives to the community once per month for an average of three days. The Dental Team fly's or drives in twice a year. Services or treatments that are not available in Tuktoyaktuk are referred out by a nurse and/ or physician when deemed necessary. Income Security, Housing Association, Education Authority, Legal Court Services, Probation Services, Aurora College Community Learning Centre and the Royal Canadian Mounted Police all have local offices in the community.

Mangalalik School is the school in Tuktoyaktuk and provides education for children from Kindergarten to Grade 12. The Municipal Government is represented through the Incorporated Hamlet of Tuktoyaktuk.

Wellness Planning Process

The Community Development Division of IRC is the division that assists individuals, families, and the communities to set goals and develop solutions to cultural, economic, social, and health challenges. The CDD also works with other regional, territorial, and national organizations to identify, develop, and deliver programs that benefit Inuvialuit (Corporation, 2007).

In keeping with IRC's goal to continually find ways to improve the conditions of the Inuvialuit, IRC and the CDD welcomed the opportunity by Health Canada to partner in the development of a wellness plan for each of the communities in the ISR. This presented an excellent opportunity to gather, synthesize and prioritize a plethora of documented research accumulated by IRC over the last 20 years. Many of these documents included many comprehensive engagement processes with the Inuvialuit people therefore meant that the wellness planning did not have to start 'from scratch' as all the communities had well established formal and informal visions and strategies used to deal with wellness issues.

The wellness plan process involved CDD representatives travelling to each community and reviewing existing wellness plans. The review workshop included the community at large. The focus of the workshop was to assess how current programs related to health and wellness were fairing, and determining what issues were still a concern for the community and therefore still a priority. These workshops were interactive discussions regarding four key areas that had been previously identified by the region as contributing to overall community wellness. These four key

areas form the framework for all community wellness plans and include: Education and Learning, Capacity Building and Training, Health and Wellness, Language and Culture.

Workshop results were charted and combined, and then this 'living' document was presented back to the community for approval. The strategies and programs under each of the above headings were rated as high, medium or lower in priority and will inform any future program development provided through additional funding opportunities and in preparation for Self-Government Leadership.

What follows is the Tuktoyaktuk Community Wellness Plan.

Education and Training

Every child will be given the best opportunity to learn and grow in their early years, preparing them for school, setting them up to reach their full potential throughout the rest of their life. With strong stay-in-school initiatives and culturally relevant education strategies all youth will achieve competency in core subject areas and graduate with functional skills that prepare them for employment or post-secondary education.

Inuvialuit youth attending school will be engaged and interested in their education; a broad range of learning opportunities and programs supported by both the school and the larger community will be made available to facilitate this. Programs will include a strong cultural component in both program delivery and content to further engage learners.

Our children and youth will have the best possible education experience delivered by teachers who are experienced, engaged in the local community, and who stay in their positions for extended periods of time. In addition, a high proportion of teachers will originate from the region. Parents will be engaged with their children's education both at home and in the school and provide crucial support for school and school related programming.

Higher Priority Goals

1. Increase stay-in-school initiatives, career counseling and other additional support for students at risk of dropping out of high school
2. Continued support for early childhood education programs and kindergarten programs
3. Implement more trades and technology programs in high school, including pre-apprenticeship programs
4. Increase cultural relevance of early childhood programs
5. Implement parenting programs to encourage parents to support education process and programs to connect teachers and parents
6. Core, math, science and shop classes available in all schools

Proposed Programs and Plans to Address Goals:

- IRC with the support of the Beaufort Delta Education Council have developed and implemented a Student Family Support worker position in Tuktoyaktuk. The Student Family Support Worker provides ongoing support to parents and students to address the many issues that are impacting them to reach their full potential while attending school.
- Student Family Support Worker position targets students at risk of dropping out. Operate the position from a case management perspective developing stay in school strategies involving the student, home, school, psycho-social supports, and any other identified supports.
- IRC continues to support Early Childhood Programs and oversee the delivery of this program through Contribution Agreements with Education, Culture and Employment of GNWT. Funding is available to have a language teacher to deliver the cultural part of the program.
- IRC is in the process of developing and delivering parenting program in the community.
- IRC through its participation on the Beaufort Delta Education Council will continue to bring the needs of ensuring that all relevant courses are offered in the community school.

Medium Priority Goals

7. Increase capacity to attract and retain teachers especially in small communities, and to train local people to become teachers
8. Increase the awareness and cultural sensitivity of teachers from outside the region.
9. Promote participation in college, university and other post-secondary education including more course options leading to entry into post-secondary education
10. Increase support for children with speech and language challenges

Proposed Program and Plans to Address Goals:

- Student Family Support Worker also provided ongoing support to new and existing teachers to address the retention issues. Provide cultural awareness and cultural sensitivity training to teaching staff when needed.
- Ensure both curriculum and specific grade expectations in high school grades 9-12 are being successfully attained by all students and therefore in sync with entry level college/university courses/requirements. Completion of grade 12 should be all that is required prior to entering a post-secondary institution.
- IRC did a three-year pilot project in Early Childhood Intervention for children in the Early Childhood Programs and the school to address and support students who have speech and language challenges. The goal is to continue with this project as parents were involved with the training so that the support will continue in the home.

Lower Priority Goals

11. Research culturally based learning models
12. Increase programs to support students who are exceeding their grade levels and need more challenge.
13. Increase Inuvialuktun language curriculum and cultural programming in schools
14. Develop on-the-land based credits and curriculum
15. Increase availability of summer work placements for youth
16. Decrease turnover rates in teaching staff overall.

Proposed Program and Plans to Address Goals:

- IRC with the support of the Beaufort Delta Education Council have developed and implemented a Student Family Support worker position in Tuktoyaktuk. The Student Family Support Worker provides ongoing support to parents and students to address the many issues that are impacting them to reach their full potential while attending school.
- Student Family Support Worker position targets students at risk of dropping out. Operate the position from a case management perspective developing stay in school strategies involving the student, home, school, psycho-social supports, and any other identified supports
 - Learning Plans will be tailored to the individual and therefore flexible and creative in nature, potentially including on-the-land learning experiences, utilize a variety of teaching methods, with well-developed links to existing programs like the Sun Child Program, and Distance Education programs. Plan choices will also include a program specifically tailored to support youth and adults in completing their Grade 12 via distance learning as an alternate option to leaving the community.
- Working with IRC, HR department to identify funding/incentives to create student summer job placements. Placements don't have to necessarily be in the home community. Have these placements identified at the start of the school year.
- HR to develop an Interview Preparation program that walks students through and prepares students for the interview process (including mock interviews as part of the training).
- Develop and offer an Inuvialuktun language and culture curriculum, including an on-the-land component, as an elective and /or core subject modified for elementary and secondary school
- Student Family Support position to provide practical and relevant information (local customs, community orientation, on the land safety, regional and local history, etc.) to new teachers. The Student Family Support position also introduces and connects new teachers with people within the community to help provide opportunities to experience and understand the Inuvialuit cultural way of life. The position provides on-going support to new teachers for the duration of their stay availing themselves for such things as troubleshooting problems and developing solutions.

Capacity Building and Training

With locally available training programs as well as easily accessible upgrading programs, regional residents will be able to effectively compete for jobs available in the region. With the addition of strong professional development training programs, residents of the Inuvialuit Settlement Region will have a strong, managerial presence in local governance bodies and community organizations. Regional residents will then be effectively competing for non-entry level positions and managerial positions within the region.

Higher Priority Goals

1. Increase opportunities for adult learners through education and training
2. Implement formalized professional development programs in Inuvialuit organizations

Proposed Programs and Plans to Address Goals

- To ensure as much opportunity as possible promote training to take place in community utilizing distance learning programs, Sun Child Program, etc., including one to one tutoring support.
- Identify the skill set required for leadership and staffing in the ISR, including the development of core competencies required to address the unique needs of each community. To increase the skills of Community Corporation staff so that all Community Corporations are consistent in delivering of programs and in reporting requirements.
- Research best practices and maintain ongoing consultation with ISR communities to keep current an on-going Professional Development Program in the region.

Medium Priority Goals

3. Deliver adult academic programs to increase levels of literacy and numeracy among adults.

Proposed Programs and Plans to Address Goals

- Continue to work in partnership with GNWT ECE, IRC CEDO, ASETS and Community Corporations to develop training programs for the communities and regionally where applicable.

Lower Priority Goals

4. Increase availability of employment training programs and opportunities for adult learners, including on-the-job training and mentorship programs
5. Increase skill levels among community leaders and staff
6. Implement of a regional training and capacity program that addresses the needs of community and regional governments

Proposed Programs and Plans to Address Goals

- Identify the skill set required for leadership and staffing in the ISR, including the development of core competencies required to address the unique needs of each community. Tailor a program for the region that addresses lacked skills or expertise.
- Research best practices and maintain ongoing consultation with ISR communities to keep current an on-going Professional Development Program in the region.
- IRC participates on a Regional Training Working Group along with many other groups who discuss training priorities and decide how the training will be most beneficial to participants. Discussions on training locations are discussed to give communities the best opportunities to succeed.

Health and Wellness

All residents of the ISR should experience good levels of physical health and well-being supporting giving them the ability to be active and productive members of their community. In particular, recreation and cultural activities should support and enhance physical fitness and healthy lifestyles. High levels of mental health and well-being are reflective of healthy communities overall.

All residents will be able to access supports to enhance and maintain their mental health and well-being. In particular, addictions treatment that is culturally relevant and locally accessible is important. All residents will have access to health care services and the provision of accessible and high-quality services locally and regionally. Services will be culturally sensitive and of a quality reflective of the Canadian average. A comprehensive regional health promotion strategy will mitigate the rates of diabetes, obesity, smoking, cardiovascular disease, addictions, and dental decay.

Higher Priority Goals

1. Increased support for parents and families
2. Enhance programs to support local people being trained in health care professions
3. Support initiatives for addictions prevention and intervention programs and mental health initiatives
4. Life skills programming

Proposed Programs and Plans to Address Goals

- IRC with the support of the Beaufort Delta Education Council have developed and implemented a Student Family Support Worker in Tuk. Student Family Support Worker is just one of many people that are a part of the Wellness team in Tuk and will jointly provide the support that parents are needing.
- IRC will continue to be part of discussions in training to prepare and encourage local people to consider professions in the health field.

- IRC through the Counselling Services team will continue to communicate with communities to support various initiative for addictions prevention, intervention programs and mental health initiatives.
- IRC will continue to provide Life Skills information with all program delivery.

Medium Priority Goals

5. Support the community in advocating for a regional addictions treatment facility and addictions aftercare and counselling programming in communities
6. Increase health and physical fitness activities for all ages
7. Promote foster healthy eating habits

Proposed Programs and Plans to Address Goals

- IRC will be available to provide support and direction to the community in advocating for a regional addictions treatment facility through the provision of resources to put together their case for the planning. Resources will include time of staff and provision of current stats and data such as feasibility studies etc.
- IRC will continue to provide programming for communities to promote health living and eating habits.

Lower Priority Goals

8. Continue to delivery programs for new parents including pre-and post-natal programs
9. Run prevention, treatment and aftercare programs with parents and expectant mothers to prevent substance abuse
10. Support community organized recreation programming – more opportunities and more culturally relevant programs
11. Continue to support programming to address Residential School legacy and trauma affects.
12. Work in partnership with NWT Health and Social Services Authority to develop a strategy for recruiting and maintaining health care professionals who live and work in the region for extended periods of time
13. Promote addictions prevention, stop smoking, and sexual health programs
14. Enhance access to Health Care services: eye, dental, public health
15. Continue to support and promote healthy living initiatives
16. Support programs for elders
17. Enhance mental health counselling in communities

Proposed Programs and Plans to Address Goals

- IRC will continue to seek funding to enhance program delivery in the following areas: pre-and post-natal programs, smoking cessation, sexual health, mental health, addictions prevention.
- IRC will enhance existing programs for elders. IRC will continue to seek the advice and support of elders in the development of programs to ensure the traditional and cultural component continues to be a part of program delivery.
- IRC will continue to ensure that access to Health care services is available to its region and that clients have all current information regarding these services. IRC will work closely with Health Care providers.
- IRC have supported the training of staff in Mental Health First Aide and Counselling and is providing training to communities to ensure that all professionals have access to the training.

Language and Culture

Traditional skills programs and support for the traditional harvesting lifestyle and traditional economy will enable Inuvialuit Youth to learn their culture and traditions.

Country foods are an important part of Inuvialuit culture as well as a healthy source of nutrition. The use of country foods is supported through a variety of regional and local programs and initiatives. Including local business that supports the traditional economy will have positive impacts for both Inuvialuit culture and local employment.

Higher Priority Goals

1. Implement on-the-land programs and traditional training

Proposed Programs and Plans to Address Goals

- IRC will continue to provide on-the land programs through the Counselling Services team and this always includes a language and culture component. Traditional training is always a focus that participants fully participate in.

Medium Priority Goals

2. Increase availability of formalized programs teaching traditional activities, culture and language – Inuvialuktun Immersion K-12.
3. Enhance culture and language programming

Proposed Programs and Plans to Address Goal

- IRC will continue to support the Education system to ensure that formalized programs are available to students in K-12.
- IRC will work with the Cultural Resource Centre to develop Inuvialuktun Immersion K-12, and this will also include the participation of Beaufort Delta Education Council.

Bibliography

GNWT. (n.d.). *Beaufort Delta Health and Social Services*. Retrieved March 5, 2013, from <http://bdhssa.nt.ca/community-services/tuktoyaktuk/>

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