

INUVIK'S COMMUNITY WELLNESS PLAN 2018



Inuvialuit Regional Corporation (IRC) April 2018

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Projects or Programs to Address Goals **Error! Bookmark not defined.**

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 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, 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 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 Inuvik

Inuvik's ("Place of Man" in Inuvialuktun) location 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. Inuvik like all Inuvialuit Communities has a community corporation with elected directors. The directors of the six community corporations elect a chair or chief executive officer to the IRC.

The Town of Inuvik has its' beginnings during the 1950's when the Canadian Government wanted the western Arctic needed an administrative center. At that time the community of Aklavik was considered the Centre, but often experienced flooding and in those days experts believed this would continue. However, many people who lived in Aklavik did not believe it would one day be under water therefore remained in the community, and today Aklavik boasts a population of well over 600 people. The Canadian Government continued with their plans to build a new town and construction of Inuvik beginning in 1955. Currently Inuvik's population is

approximately 3500 people. Inuvik's Health Services include the Beaufort Delta Health Authority's Regional Hospital which serves the entire Beaufort Delta Region which total population is estimated at 6500.

The Inuvik Hospital is a teaching hospital that offers 51 beds and includes the following departments: Emergency Room (24/7 on an on-call basis), Operating Room, Obstetrical Care , Acute Care, Long Term Care, Pharmacy, Diagnostic Imaging, Laboratory, Physician Family Clinics, Visiting Specialist Clinics (psychiatry, dermatology, pediatrics, Ear, Nose & Throat, Surgery, Obstetrics and Gynecology, Orthodontics, Orthopedics and Internal Medicine) and provides medical referrals to southern facilities. Services and programs offered to Inuvik and the region include: Community Counselling, Continuing Care, Dental Therapy, Diabetes Education, Health Promotion, Nutrition, Rehabilitation Services, Social Programs, and Telehealth.

The community of Inuvik also has a Homeless Shelter, an Emergency Warming Centre, Women's Shelter, Family Centre (with indoor pool, gym and courts), a 13-person RCMP Detachment, the Inuvik Green House, Western Arctic Dental Clinic, St. Johns Ambulance Service and 2 pharmacies.

East Three School is the only school in Inuvik and provides education for children from Kindergarten to Grade 12. The Municipal Government is represented through the Town of Inuvik. Inuvik also has a Band office.

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 IRCs 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 holding a public workshop in the community of Inuvik to ascertain 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. The workshop was an interactive discussion 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.

Results from the workshop were documented. 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 Inuvik's Community Wellness Plan completed March 2013.

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.
3. Continue to support students who are exceeding their grade levels and need more challenges
4. Increase support for children with speech and language challenges
5. Implement parenting programs to encourage parents to support education process and programs to connect teachers and parents

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 Inuvik. The Student Family Support Worker provides ongoing support to parents and student to address the many issue that are impacting them to reach their full potential while attending school.
- 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 completing 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.

Medium Priority Goals

6. Continue to support Inuvialuktun language curriculum and cultural programming in schools
7. Continue to support cultural relevance of early childhood programs
8. Promote more trades and technology programs in high school, including pre-apprenticeship programs
9. Promote participation in college, university and other post-secondary education including more course options leading to entry into post-secondary education
10. Core math, science, and shop classes available in all schools
11. Research culturally based learning models

Proposed Programs and Plans to Address Goals

- Develop and offer an Inuvialuktun language and culture curriculum within the school, including an on-the-land component, as an elective and /or core subject adapted to both elementary and secondary school. The Inuvialuktun language and culture class to be a credit course.
- Compare current and projected employment market within the local, regional and national realms to ensure East Three school trade and technology programs are current and forward thinking. Modify/develop curriculum based on any identified gaps and include apprenticeships/hands on learning as a major component
- 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 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.

Lower Priority Goals

12. Increase availability of summer work placements for youth
13. Increase the awareness and cultural sensitivity of teachers from outside the region to support retention of teaching staff

14. Support initiatives to connect the community and teachers to enhance teacher retention and promoting the teaching career amongst the local people.

15. Develop on-the-land based credits and curriculum

Proposed Programs and Plans to Address Goals:

- Working with IRC's 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.
- Student Family Support worker also provides ongoing support to new and existing teachers to address the retention issues. Provide cultural awareness and cultural sensitivity training to teaching staff when needed.
- IRC in partnership with Beaufort Delta Education Council will continue to promote culturally based learning models and propose credits for these learning models.

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 availability of employment training programs and opportunities for adult learners, including on-the-job training and mentorship programs
2. Increase availability of Regional Workplace Safety and Readiness programs.

Proposed Programs and Plans to Address Goals:

- Research best practices and maintain ongoing consultation with ISR communities to keep current and on-going Professional Development Programs in the Region.
- Continue to work with IRC's HR department to ensure that Regional Workplace Safety and Readiness programs are offered to communities and this will be communicated whenever training and employment opportunities arise.

Medium Priority Goals

3. Implement of a regional training and capacity program that addresses the needs of community and regional governments
4. Deliver adult academic programs including increasing levels of literacy and numeracy among adults
5. Increase skill levels among community leaders and staff
6. Implement formalized professional development programs in Inuvialuit organizations

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.
- To increase and support the skills of community Corporation staff so that all Community Corporations are consistent in delivering of programs and in reporting requirements.
- IRC participates on a Regional Training Working Group along with many other groups who discuss training priorities and how the training will be most beneficial to participants. Training locations are discussed to give communities the best opportunities to succeed.
- Research and implement best practices and maintain ongoing consultation with ISR communities to keep current an on-going Professional Development Program in the region.

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. 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. 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. Support access to health care services in the communities to improve the quality of services
2. Deliver prevention, treatment and aftercare programs with parents and expectant mothers to prevent substance abuse
3. Support initiatives for addictions prevention and intervention programs and mental health initiatives
4. Support the community in advocating for a Regional Addictions Treatment Facility and initiatives for addictions aftercare and counselling.

Proposed Programs and Plans to Address Goals:

- IRC will continue to work with the Northwest Territories Health and Social Services Authority to ensure that access to health care services are provided to the community. Information to access services will be provided to all communities.
- In partnership with NWT HSSA and in consultation with the communities develop strategy for better access to health care services for those communities at a disadvantage due to distance and population size. Improved satellite support such as Tele-health. The development and support of both formal and informal home supports, transitional supports and others will be a major component of this strategy.
- IRC will continue to provide pre and post-natal programs to parents that will provide information on substance abuse, smoking, healthy eating and parenting programs.
- 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 planning. Resources will include time of staff and provision of current stats and data such as feasibility studies etc.
- Identified in IRC's Mental Health and Addiction Study (Inuvialuit Regional Corporation, 2010) Inuvik wanted more flexible access to the counselling program in Inuvik. Specifically, this meant a request for after hours and weekends availability. Wellness programs also need to be inclusive spanning culturally appropriate healing services like on the land program offerings to clinical counselling services.

Medium Priority Goals

5. Enhance mental health counselling in communities
6. Continue to support health promotion initiatives and include life skills programming
7. Promote recreation programming to increase opportunities for more culturally relevant programs, including traditional harvesting to help facilitate healthy eating habits.

8. Support programs for local people being trained in health care professions

Proposed Programs and Plans to Address Goals:

- IRC have supported the training of staff in Mental Health First aid and Counselling and is providing training to communities to ensure that all professionals have access to the training.
- In partnership with NWT EC&E, BDHSSA and Aurora College develop a strategy to increase locally held health care positions. Include mentoring and /or laddering opportunities and increased funding and loan forgiveness programs.
- IRC will continue to include life skills programming in all the on the land programming and other health promotion activities and initiatives.
- In partnership with local Recreation Departments and Public Health, IRC will continue to promote recreation to include traditional harvesting and cultural activities to foster healthy eating habits.
- In partnership with NWT EC&E, BDHSSA and Aurora College develop a strategy to increase locally held health care positions. Include mentoring and /or laddering opportunities and increased funding and loan forgiveness programs.
- In partnership with BDHSSA and in consultation with the communities develop strategy for better access to health care services for those communities at a disadvantage due to distance and population size. Improved satellite support such as Tele-health. The development and support of both formal and informal home supports, transitional supports and others will be a major component of this strategy.

Lower Priority Goals

9. Ensure addictions prevention, stop smoking and sexual health programs are delivered at all levels in the schools.
10. Deliver parenting programs to address the residential school legacy
11. Implement strategy for recruiting and maintaining health care professionals who live and work in the region for extended periods of time
12. Deliver education programs for new parents including pre-and post-natal programs
13. Continue to support the counselling program to address residential school traumas
14. Support programs for elders
15. Enhance access to dental care

Proposed Programs and Plans to Address Goals:

- In partnership with the school IRC will ensure that health programs which will provide information on addictions prevention, sexual health and smoking cessation are delivered.

- IRC will continue to provide pre and post-natal programs to parents that will provide information on substance abuse, smoking, healthy eating and parenting programs.
- IRC is developing a culturally relevant parenting programs and will be implementing this in all communities.
- IRC in partnership with NWT Health and Social Services will develop and implement strategies for recruiting and maintaining health care professionals who work in the region.
- IRC will continue to provide support to clients who are dealing with residential school trauma through the Resolution Health Support Program.
- IRC will enhance program support for elders and provide additional support and resources to existing programs. IRC will encourage and promote health living initiatives.
- In partnership with BDHSSA evaluate Dental Program, looking at level of access, frequency of visits, quality of services, etc. Make recommendations for changes based on the results balanced with capacity of service.

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. Increase availability of formalized programs teaching traditional activities, culture and language
2. Enhance culture and language programming
3. Total immersion k-12

Proposed Programs and Plans to Address Goals:

- In partnership with the Beaufort Delta Education Council and Inuvialuit Cultural Resource Centre IRC will continue to develop teaching material to support the delivery of language programs in the education system. Currently total immersion of the Inuvialuktun language is lacking and this needs to be enhanced.
 - IRC in partnership with the Inuvialuit Cultural Resource Centre will develop programs teaching traditional activities, this will be done through on the land programming.

Medium Priority Goals

4. Continue to support on-the-land programs and traditional training
5. Develop programs to support the consumption of locally harvested foods to support the Traditional Economy

Proposed Programs and Plans to Address Goals:

- IRC will continue to support training programs for communities to utilize the Food Processing unit to ensure participants can fully utilize and prepare the locally harvested foods for consumption.
- IRC will ensure that traditional training in all aspects is provide at all on the land programs.

