

(Centre, NWT Archives Ulukhaktok [Holman] Photo Gallery)



ULUKHAKTOK COMMUNITY WELLNESS PLAN 2018

Inuvialuit Regional Corporation (IRC) April 2018

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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 many 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 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 Ulukhaktok

Ulukhaktok 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 well-being of Inuvialuit. Ulukhaktok 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. ((LGANT))

Ulukhaktok Health Services include the Emegak 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, Ulukhaktok 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 one Nurse in Charge, 2 Community Health Nurses, A Community Health Representative, one Clerk, one Caretaker and one Home Support

Worker that 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. Ulukhaktok also has a Mental Health and Addictions Counsellor as well as a Social Worker that live in the community year-round.

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

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

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 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. 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.

Updates on the priorities were discussed and the community members provided feedback and made recommendations to either keep them as ongoing in their current priority areas or move to

put more focus in the future. 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 Ulukhaktok 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. Implement parenting programs to encourage parents to support education process and programs to connect teachers and parents
3. Continued support for early childhood education programs.
4. Increase Inuvialuktun language curriculum and cultural programming in schools
5. Develop and implement on the land-based courses as part of the curriculum so students can earn credits.
6. Core math, science and shop classes available in all schools.
7. Monitor and evaluate time that students are in classes
8. Increase support for children with speech and language challenges

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 Ulukhaktok. 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 of school. The position operates from a case management perspective developing stay in school strategies involving the student, home, school psycho-social supports, and any other identifies 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.
- 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.
- 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 so that students are well prepared for post-secondary education.
- The community will like to receive stats on the time that students are in school because of the amount of days there are no school days due to professional development.
- 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

9. Increase capacity to attract and retain teachers especially in small communities, and to train local people to become teachers
10. Increase supports for students who are exceeding their grade levels and need more challenges

Proposed Programs and Plans to Address Goals:

- Specifically targeting local communities develop promotional materials on teaching as a career choice in the NWT. As a part of this initiative increase financial support and include loan forgiveness programs for local students
- Student Family Support Worker also provides ongoing support to new and existing teachers to address retention issues. Provide cultural awareness and cultural sensitivity training to teaching staff when needed.

Lower Priority Goals

11. Increase programs to support for students who are exceeding their grade levels and need more challenge

12. Implement more trades and technology programs in high school, including pre-apprenticeship programs
13. Promote participation in college, university and other post-secondary education including more course options leading to entry into post-secondary education
14. Increase availability of summer work placements for youth

Proposed Programs and Plans to Address Goals:

- 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.

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 skill levels among community leaders and staff
3. Implement formalized professional development programs in Inuvialuit organizations

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.

- 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.

Medium Priority Goals

4. Support adult academic programs including increasing levels of literacy and numeracy among adults
5. Increase opportunities for adult learners through education and training
6. Implement a regional training and capacity program that addresses the needs of community and regional governments

Proposed Programs and Plans to Address Goals:

- Work in partnership with Aurora College and Sun Child programs to identify areas of their adult academic programs where they need to put more focus on, this is identified from programs that IRC offers and where an assessment identifies these needs.
- 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.

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. Enhance access to health care services in remote communities and improve quality of services. To ensure that communication on appointments is done in a timely manner.
2. Support the community in advocating for a regional addictions treatment facility and addictions aftercare and counselling programming in communities. Staff in the community to be properly trained.
3. Support initiatives for addictions prevention and intervention programs and mental health initiatives
4. Promote recreation in the form of traditional harvesting and increase other recreational activities and facilities to foster healthy eating habits
5. Increased support for parents and families

Proposed Programs and Plans to Address Goals:

- In partnership with NWT HSSA and in consultation with the communities support the strategies 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 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.

- IRC through the Counselling Services team will continue to communicate with communities to support various initiatives for addictions prevention, intervention programs and mental health initiatives.
- IRC will support clients who are going into treatment programs to ensure the programs are to the terms to meet the needs of the clients.

Medium Priority Goals

6. Enhance programs to support local people being trained in health care professions
7. Life skills programming
8. Support programs for elders
9. Enhance recreation programming – more opportunities and more culturally relevant programs
10. Continue education programs for new parents including pre-and post-natal programs

Proposed Programs and Plans to Address Goals:

- In partnership with NWT EC&E, NWTHSSA and Aurora College develop a strategy to increase locally held health care positions. Include mentoring and /or ladder opportunities and increased funding and loan forgiveness programs.
- IRC will continue to include life skill programming in all the on the land programming and other health promotion activities
- In partnership with local Recreation Departments and CHR, IRC will continue to promote recreation to include traditional harvesting and cultural activities to foster healthy eating habits.
- 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.

Lower Priority Goals

11. Continue counselling programs to address residential school traumas
12. Run prevention, treatment and aftercare programs with parents and expectant mothers to prevent substance abuse
13. Deliver addictions prevention, stop smoking, and sexual health programs
14. Deliver parenting programs to address the residential school legacy

Proposed Programs and Plans to Address Goals:

- IRC will continue to deliver programming through the RHSP to address the needs through counselling programs and to include parenting programs to address the residential school trauma and legacy.
- IRC will continue to deliver programs and health promotion initiatives relating to addictions prevention, smoking cessation and sexual health programs.

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. Total Immersion JK-12
2. Ongoing delivery of on the land programs and traditional training

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 resources to support the delivery of language programs in the education system.
- 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

3. Increase availability of formalized programs teaching traditional activities, culture and language
4. Enhance culture and language programming

Proposed Programs and Plans to Address Goals:

- IRC will continue to work in partnership with service delivery teams to ensure that teaching of traditional activities, culture and language is always included and that the resources are available through the Cultural Resource Centre

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