

GOVERNMENT OF THE NORTHWEST TERRITORIES

NWT Anti-Poverty Roundtable Final Report

November 28-29, 2013

Dettah, NT

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Roundtable Background

The government of the Northwest Territories has made “healthy, educated people free from poverty” a priority of the 17th Legislative Assembly. ¹ To that end, Cabinet created the Ministers’ Social Envelope Committee under the leadership of Glen Abernethy, now Minister of Health and Social Services. In June 2012, he appointed a steering committee with seven members from all orders of government, business and the non-profit sector to develop an anti-poverty strategy. Committee members met with delegates from across the NWT at roundtables in Hay River and Inuvik in June and again in October.

The steering committee reviewed the priorities identified at these round table meetings, at the 2010 No Place for Poverty workshop (2010) and in the What We Heard from Northerners About Poverty focus group report (2011) to create the anti-poverty strategy. The minister tabled the strategy, formally titled Building on the Strengths of Northerners: a Strategic Framework Toward the Elimination of Poverty in the NWT in the Legislative Assembly in June 2013.

The purpose of the roundtable in Dettah was to take the next steps in the process of reducing and eliminating poverty by developing a territorial anti-poverty action plan. Delegates from all six regions of the Northwest Territories attended, representing the territorial, aboriginal and community governments and the non-profit sector. A list of delegates can be found at the end of this report. Donna Jean Forster-Gill, project manager of Vibrant Communities Canada – Cities Reducing Poverty at the Tamarack Institute, and Jean-Sebastien Blais, labour market development officer with the Yukon government, made presentations and joined delegates for the discussions. Doug Mcnamara of Banff Executive Leadership facilitated the meeting.

This report summarizes the roundtable presentations, conversations and next steps.

Day One

Chief Ed Sangris of Dettah welcomed delegates to the Chief Drygeese Centre. He spoke briefly about what it’s like for people living on low-income in his community, about the shortage of housing and the timeliness of this roundtable to share ideas that will produce solutions.

In his opening remarks, **Minister Glen Abernethy**, responsible for the social envelope committee of Cabinet, thanked the Chief for his welcome and delegates and presenters for travelling to the roundtable.

¹ Caucus Priorities for 17th Legislative Assembly (November 2011)

The minister spoke about the scope and effect of poverty in the NWT. He noted that people who live in poverty live are at greater risk of poor health, social exclusion and deep anxiety. He stated that poverty exists in all NWT communities.

The government recently released five strategies that share the broad goal of improving the lives of northerners. Work is underway to create action plans that integrate the strategies. He will be requesting new investment in the budget to implement recommendations.

The minister spoke about the next steps in the process of creating an anti-poverty action plan. While government has a role to play, the minister wants to bring other partners to the table to work toward reducing and eliminating poverty, and to fund poverty reduction initiatives. He will present a charter that captures this commitment for every delegate to sign at the end of the meeting.

MLA Alfred Moses, Chair of the Standing Committee on Social Programs, described the anti-poverty strategy as close to his heart and to his home community, Inuvik. He said the members of the standing committee are determined to make meaningful progress on poverty reduction and elimination during the 17th Assembly. He encouraged delegates to make commitments and take action now to address poverty at the community level.

Review of the NWT Anti-Poverty Strategy

Bronwyn Watters, executive lead on the anti-poverty strategy for GNWT, reviewed the plain language summary of the anti-poverty strategy, *Building on the Strengths of Northerners*.²

The vision of the anti-poverty strategy is “building on the strengths of our people and communities, northerners will have access to the supports they need to live in dignity and free from poverty, as active participants in community life.”

The three principles underlying the anti-poverty strategy are:

- Respect and equality are essential to anti-poverty work
- People are our most important resource
- How we do things is as important as what we do

The anti-poverty strategy has five pillars and related goals:

1. Children and Family Support: Children and families lead healthy lives free from poverty in a safe and nurturing environment.

² See “Summary NWT Anti-Poverty Strategic Framework” (November 2013) in the appendices.

2. Healthy Living and Reaching Our Potential: NWT residents access the supports they need for healthy living and reaching their full potential.
3. Safe and Affordable Housing: Everyone has a roof over their head and a safe and affordable place to call home.
4. Sustainable Communities: Sustainable communities manage their resources based on current need and ensure that future generations have adequate resources.
5. Integrated Continuum of Services: NWT residents receive a range of services, according to their needs.

Knowledge Café 1: “What are the outcomes our actions must seek to achieve?”

After the morning break, delegates divided themselves into groups to participate in a discussion of the five pillars of the anti-poverty strategy.

Pillar one: Children and Family Support

Delegates reiterated themes from the No Place for Poverty workshop held in October 2013, as well as the GNWT roundtable discussions of 2012. Delegates in Dettah focused on the need for early childhood development, how to create success for school students, and how to increase post-secondary educational opportunities.

Recommended outcomes for this pillar included:

- Renew the education system
- Investment in early education and childcare
- Increase the number of community family resource centers offering services to parents such as prenatal support, mentorship, toy lending and literacy.
- Implement a “one window” integrated service approach to services for families and children.
- Provide traditional knowledge to children through programs such as Aboriginal Head Start and “on the land” activities.
- Provide breakfast and snack programs for all children
- Increase pay for preschool educators to the same level as grade school teachers.
- Improve attendance at school with community-specific solutions.

Pillar two: Healthy Living and Reaching Our Potential

Delegates made recommendations that reflect the need for addictions treatment and prevention, as well as better-funded and more relevant grade school education (also discussed in pillar one). The development of literacy, life skills and employment training are consistent requests at anti-poverty meetings.

Recommended outcomes for this pillar included:

- Focus on healing and invest in prevention for an addiction-free NWT.
- Communities need consistent medical care and culturally appropriate home care.
- Build community capacity to take on mental health and addictions roles and provide continuity of care.
 - Reduce wait times to access mental health services by 5, 10, 15 days
 - Clients in need of immediate mental health support will receive it within 24 hours, more advanced care within 48 hours and arrangements for ongoing care
 - One-on-one support services (services that address individual needs)

Pillar three: Safe and Affordable Housing

Delegates wanted to see an increase in the stock of affordable housing, repairs to existing houses and additional emergency and transitional housing options. This request has been made consistently in the last four years.

Delegates were also interested in helping people with low income to become home owners rather than renters. A few delegates spoke about the number of homes that are empty in their communities because people can't afford to buy them or live in them.

Housing First has emerged as a consistent request in order to ensure people who become homeless are re-housed as quickly as possible, not only in Yellowknife but in other NWT communities as well.

Recommended outcomes for this pillar included:

- People are able to buy their own home or access adequate rental housing
- Elders are able to stay in their home communities with home care support
- Every community has a housing plan that identifies houses to be built, demolished or remediated
 - Coordinate building houses at same time
 - No one pays more than 30% of income on housing
 - 50% of communities have a Housing First program
 - Safe places at the community level for women who are experiencing family violence, those with mental illness and/or disabilities
- Fill boarded up houses with tenants

Pillar four: Sustainable Communities

Sustainable community priorities focus on ensuring all communities in the NWT are viable places to live, with opportunities to earn income in both traditional and non-traditional (wage economy) ways, and meet their needs for food. Delegates talked about setting a living wage specific to each community so that those who are earning an income have enough money to live on, a long-standing priority of previous meetings.

Delegates wanted to see opportunities in the community to start small businesses, to train and hire local staff, and create a community skills bank of potential workers. They also believe that improving education to meet southern standards will enable students to succeed in post-secondary education and return to their communities to work. Greenhouses will help communities meet their food requirements.

Recommended outcomes for this pillar included:

- Educate youth about traditional harvesting, hunting and gardening
- 20 per cent of food is locally harvested (number may vary by community)
- All NWT residents to have access to nutritious, fresh and affordable groceries
- 20 per cent of energy comes from alternative energy sources
- Deliver training to develop expertise in trade and other skills
- Improve economic opportunities by exploring:
 - selling arts and crafts online
 - promoting tourism by harnessing indigenous culture
 - supporting local business, mentorship

- provide incentives for people offering professional services to stay in community
- People need enough income to live a healthy life.

Pillar five: Integrated Continuum of Service

An integrated continuum of service brings service providers – the GNWT, community government, aboriginal governments and non-profit organizations together to provide seamless service to clients. This approach to coordinating services is often called the “one-window approach” or “no wrong door.” Priorities in this pillar focus on providing clients with “system navigators” to ensure their needs are met effectively and stabilizing non-profit agencies with multi-year funding.

Recommended outcomes for this pillar included:

- No conflicting policies
 - Clear outcomes for clients with co-ordination of government programs
 - Allow for people/families to “progress” as they work themselves out of poverty.
- Committed, multi-year funding for non-profits which eliminate competition for funds.
- Single, community-based service center to deal with poverty issues, as defined by the community.
- Community engagement plan to identify the “nuts and bolts” of how to address issues with government.

Best Practices in Addressing Poverty

How much more information do we need to know that a hungry child will not do well in school? Stop admiring the problem, and get on with the work.

– Mark Chamberlain - CEO, Trivaris

Donna Jean Forster-Gill of Vibrant Communities Canada described the evolution of the Cities Reducing Poverty initiative. It started with one community – Waterloo, Ontario - wanting to

move 2,000 people out of poverty by the year 2000. A group that included business, government, people living in poverty, community leaders and NGOs set to work by evaluating the existing strengths of the community, taking stock of the root causes of poverty and settling in for a lengthy process. More than a decade later, thirteen communities across Canada have achieved significant results: 202,931 households have been moved out of poverty.

Ms. Forster-Gill believes that the key elements for success of the Cities Reducing Poverty initiative include an influential convenor, cross-sector representation at the table, a clearly articulated purpose, a community that wants to do better for its residents, and a capacity to research and understand poverty. These are the conditions that create collective impact and create the conditions for change.

She believes that the NWT can adapt the Vibrant Communities approach to the North. Some key points to consider are:

- Move from a “charity” understanding of poverty to a justice-based approach
 - No blame of those in poverty – All are responsible
 - Shift focus from organizational outcomes to community outcomes
 - Need to have all stakeholders involved/contributing to ensure all bases are covered.
- Investment in Education
 - Early childhood development commitment
 - School success and high school completion
 - Mentoring
 - Curriculum appropriateness
- Income Security
 - Minimum Wage/Living Wage
 - Social Housing Assistance Reform – ensure people who find work and start working their way out of poverty aren’t ‘penalized’ for their success
 - Financial literacy, tax assistance
- Housing & Transportation
 - Affordable housing & rent subsidy

- “Housing First”
- Affordable transportation
- Food Security
 - Good Food boxes
 - Community Kitchens
 - Community greenhouses/gardens
 - Local food availability focus

Ms. Forster-Gill’s entire power point presentation is in the appendices.

Jean-Sebastien Blais is a labour market development officer with the Yukon Government. He discussed lessons learned from the implementation of Yukon’s Labour Market Framework. The framework is the product of a multi-sector approach to developing a long-term strategy to address a key social issue, in this case employment. In this way the Yukon approach to labour provides a number of parallels to the NWT development of the anti-poverty strategy.

The framework is a means to improve job prospects and thus address poverty. The framework’s vision is to create “an inclusive and adaptable labour market that meets the demands of a strong, diversified economy and provides opportunity for a better quality of life for Yukoners.” The key principles for development of the framework include building on strengths and successes of Yukon to attract, retain, educate and train people for the labour market, collaboration and a focus on results.

Looking back on the process, Mr. Blais shared these lessons:

Build on Commitment:

- Secure political will: A 10 year commitment
- Stakeholder participation in the monitoring and evaluation of actions
- Committed to long term partnerships, collaboration and solidarity.

Evaluation:

- Build measurement and evaluation capacity
- Develop an evaluation plan using the logic model method in partnership with a national expert

- Build evaluation capacity to use logic model through workshops designed for stakeholders

Challenges and areas for improvement:

- Consultation fatigue
- Diverse expectations and political agendas
- Funding limitations
- Advisory committee
- Difficulty to assess the impact, lack of data
- Turnover

Mr. Blais reflected on additional lessons learned during a question and answer session with delegates. He is convinced that a long-term strategy (10 years) can have short-term results (3-4 years). The labour market approach is easy to adapt to individual communities. He also advised delegates not to fear the challenge of learning new tools and approaches.

After a break, delegates again broke into groups with the task of discussing the key guiding principles for the anti-poverty action plan.

Knowledge Café 2 “What are the principles by which we will work as we are trying to achieve these outcomes at the individual level, at the family level and at the community level? The group presented the following general principles:

- Clear communication and pathways for collaboration
- Broad, inclusive and respectful approach that includes all voices and points of view including “ordinary” people, leaders, NGOs, people in poverty, business sector and all levels of government
- Action- and goal- oriented with results and actions that will move people out of poverty
- Accountability at all levels
- Adaptability - there is no “one size fits all” solution for individuals, families or communities
- Close the gap in wages and income disparity to bring about fairness

- Build on community strengths – “working together in unity for the future” (Tlicho saying)
- Protect the integrity of the family
- Incorporate Aboriginal values
- Empower people, families, and communities – work from where they’re at

Individual Level Principles:

- Take personal responsibility to bring about change and healing. Everyone has a role to play, not just various governments.
- Be educated
- Respect where people are at in the process
- Respect yourself and others
- Balance is important – spiritual, emotional, physical, with land
- Culture, language identity should be supported and strengthened
- Find a way to ensure that everyone who wants to work does work

Family Level Principles:

- Our children are our future
- Ensure there is opportunity for families to benefit
- Respect different family needs and cultures without judgment

Community Level Principles:

- Support collaboration among community groups
- Flexibility to adapt programs and services for the needs of each community
- Ensure programs and services are accountable
- Need action plans that are fully-funded to see community results
- Establish collaborative community priorities
- Get the whole community to buy-in
- Address deep-seated attitudes towards people in poverty
- Incorporate Dene (or other traditional) laws
- Bring homeless people into this conversation

Following the group discussion, there was a panel discussion moderated by **Bronwyn Watters** that reflected on the day's discussion. The panel included Donna Jean Forster-Gill and Jean-Sebastien Blais, whose key messages are discussed above. **Steve Ellis** from the TIDES Canada Foundation reflected on poverty as he sees it in the NWT and presented an examples from northern Labrador that have been met some of the goals articulated in the NWT anti-poverty strategy.

Mr. Ellis said there are structural issues that need to be addressed in meeting basic needs. For example, while there is a shortage of safe and affordable housing, it's not possible to buy land in order to build your own house. He also noted that government policies often keep people in poverty because as soon as they start earning more money, they need to spend more on rent. He believes many people in the NWT would move back to their home communities if they had a place to live and work.

The Inuit in Nain, Labrador, solved two problems with one low-cost (\$100,000) program. Aullak Sangilivallianguinnatuk – Going Off, Growing Strong was launched in 2012 with ten participants between the ages of 15 and 21 under the direction of a multi-sector steering committee. The community built a community freezer. But hunters could only use it if they took an “at risk” (of suicide) youth with them hunting. The youth were then given responsibility for distributing the meat to the community, if they had a successful hunt. This activity earned youth the appreciation and respect of the community and improved their sense of self-worth and expanded their traditional knowledge. The program is now ready to expand to other Inuit communities in northern Labrador. Mr. Ellis said that while complexity can paralyze the search for solutions to poverty, a simple project like this one can have a significant and positive impact.

Day Two

INTRODUCTION

Minister Glen Abernethy welcomed delegates back. He reflected on the key points made in the presentations on day one. One from Donna Jean Forster-Gill's presentation that made a particular impression is that people living in poverty are not to blame for

their status; everyone is responsible for tackling poverty. Mr. Abernethy noted the diversity of organizations represented in the room, creating a range of opinions and priorities. He said he believes all delegates share a common vision of eliminating poverty in the NWT and that's the basis for working together on a plan to move forward.

The minister then introduced a charter with the title, **Partners Against Poverty: A Charter for Working Together Toward the Elimination of Poverty in the NWT**. The document is contained in the appendices. The charter reiterates the vision, principles, pillars and goals of the Building on the Strengths of Northerners anti-poverty strategy. It encourages individual and collective action to create an anti-poverty action plan and make it work.

The charter says, in part, "we recognize the need for partnership, for supporting on-going research into best practices, for holding ourselves accountable and evaluating our success in the implementation of the strategy." The minister signed the charter and delegates were given an opportunity to add their names. Twenty-four individuals and organizations signed the charter at the meeting and other organizations have signed on since.

Debbie DeLancey, the chair of the Deputy Ministers' Social Envelope Committee, introduced the **draft GNWT Anti-Poverty Action Plan**³. Ms. DeLancey said that her committee reviewed priorities identified at previous anti-poverty meetings and initiatives, and priorities from recent government strategies (eg. early childhood development, mental health and addictions, economic opportunities) to create the plan. She believes there is an opportunity to break down silos within government to create a team approach to reducing and eliminating poverty.

Ms. DeLancey said she hoped for new investment for the initiatives identified in the plan. She asked delegates to consider what they can contribute and commit to in order to move from organizational outcomes to community outcomes. She encouraged all parties to talk to one another about what they are doing, and to make an effort to avoid

³ The GNWT Anti-Poverty Action Plan was finalized and tabled in the Legislative Assembly on February 10, 2014. See it here: http://www.assembly.gov.nt.ca/sites/default/files/td_26-175.pdf

duplication. She said she wants to see organizations play to their strengths and make the best of their access to non-government resources.

COMMUNITY PERSPECTIVES

Julie Green from the No Place for Poverty Coalition, talked about the need for immediate action on poverty in communities across the NWT. She gave several examples that revealed both immediate and systemic poverty issues. YWCA Yellowknife recently studied how it can provide childcare for kids from birth to age three in a home the agency owns. Even with the benefit of not paying rent or a mortgage, the YWCA couldn't offer childcare to families at affordable rates. She said the government's subsidy program doesn't work. She also spoke about empty houses seen in communities where there is a shortage of housing. Even though the houses are ready to occupy, people don't qualify to live in them. Another example concerned a woman who received a windfall income in the form of a government pension pay out. This money counted as income and as a result increased the rent she pays in public housing. She said the policy for assessing income traps people in poverty; they are unable to use a windfall to get ahead. Ms. Green said NGOs are committed to taking meaningful, community-based actions, but have few financial resources to provide since most are funded by government contribution agreements.

Chief Minnie Letcher, of Liidlii Kue First Nation in Fort Simpson, welcomed the concept of breaking down silos and having all orders of government work together. She said that her first nation has often worked in isolation on social issues and with few resources because their land claim has not been settled. She said constant change in government programs prevents them from making progress on poverty. There are also resourcing issues, with money for poverty not being allocated at the community level.

Since her election as chief in 2013, she has worked with her council on a strategic plan to strengthen her community. It focuses on traditional knowledge. She said she wants to broaden the plan to create buy in by the village council and the Metis leadership, drawing on the tradition of helping one another. She would like to see each community develop its own plan to reduce and eliminate poverty.

Josie Green of Paulatuk shared her personal story of trying to overcome poverty. She became one of the first women in NWT to become certified as a plumber. But when she moved back to her community, she had trouble finding appropriate employment, even though the housing authority was looking for skilled tradespeople to do maintenance. She has had a challenging time finding appropriate housing.

Ms. Green said that the community is attempting to address the need for affordable and nutritious food. The Inuvialuit Regional Corporation offers weekly cooking circles and the Housing Corporation has established a community kitchen. A local church has set up a food, clothing and furniture exchange.

Knowledge Café #3: “Recommend the top five priorities and a framework for action over the next 18 months.”

General approach: Delegates divided themselves into groups by region to discuss priorities. For example, the Yellowknife-based NGOs created their own table, while delegates from the Beaufort Delta met to discuss common concerns. Other groups focussed their attention on a specific issue such as housing. Most groups didn’t specifically address each and every priority in the anti-poverty strategy. As a result, some pillars received more attention than others.

Several groups discussed the GNWT Community Wellness Plans as a model for Community Anti-Poverty Plans. The advantages of this approach include bringing community members together to establish their unique priorities and reducing competition among them for resources. As a united group, they could lobby government to consolidate funding, make it available over multiple years and leverage it to obtain additional funding. This approach has the potential to create collective impact and produce tangible results.

Some delegates talked about establishing or re-establishing inter-agency committees as a forum in which to get this work done. The inter-agency committees could also be a place to share information and expertise (proposal and report writing, fundraising, taxes). Other delegates thought they might need outside help to come up with a plan because this is a new idea. Government could support this work by sending a team to

each community to inform people about the anti-poverty strategy, identify champions for anti-poverty work within the community, including elders, and help them develop actions they can take together.

Pillar One – Children and Family Support

Form a working group of band councils, non-profits, police, Stanton Hospital and the faith community to work on Early Childhood Development. Their task would be to develop project proposals that can be shared beyond in Yellowknife and beyond, and to apply for funding to address priority areas, including:

- Review government subsidies paid to providers of child care; don't penalize a day care operation if all the spaces are not full every day.
- Take a serious look at the Quebec model of universal day care provided for \$7 a day.
- Co-ordinate territorial and federal government programs. Build on the Aboriginal Head Start program that is now offered in five communities. Have territorial government departments come together to assist community organizations to develop child care by, for example, providing space for them to use.
- Increase training for child care workers and increase salaries so that their pay is on par with school teachers.
- Negotiate family and child support services through Impact Benefit Agreements.

Pillar Two – Healthy Living and Reaching our Potential

Delegates who addressed this pillar make recommendations consistent with other anti-poverty meetings including:

- Regular and consistent access to mental health services at the community level
- Expand “on the land” programs such as Take A Kid Trapping
- Provide support services to elders
- Provide a breakfast program in schools
- Enhance education support

- Target youth at risk outside the school system
- Expand community wellness plans

Pillar Three: Safe and Affordable Housing

Several groups of delegates discussed the Housing First model. The aim of the model is to re-house people who chronically or episodically homeless as quickly as possible, rather than having them live indefinitely in emergency housing shelters. This approach is measured and has an assessment tool. It is being used across the country and is the focus of federal funding through the Homelessness Partnering Strategy.

The Yellowknife Homelessness Coalition has Housing First as its priority for the next several years. The coalition includes non-profit and government housing providers, government funders, band councils, and others. The coalition is looking at developing a single entry point on the housing continuum based on client needs assessments and support required. The Coalition will pilot Housing First in Yellowknife with the goal of full implementation. One group questioned how market housing providers can be involved as well.

Other housing priorities include:

- Convert existing vacant houses to meet community needs
- Have housing associations increase their engagement with their clients

Pillar Four: Sustainable Communities

Delegates who discussed sustainable communities made food production and harvesting a priority with particular attention to:

- Review costs and access to food
- Increase the local production of food
- Encourage people to harvest, hunt and fish to meet their needs and those of their community
- Enhance “on the land” skills when required
- Get elders and youth together for “on the land” experiences

Other priorities under this pillar include:

- Reduce energy costs through alternative energy sources such as hydro, biomass and wind
- Complete an inventory of labour and skills available in communities
- Bring businesses to the table to take on leadership positions within their expertise because their skills could make them influential leaders
- Create partnerships to increase community capacity for resource development
- Build opportunity readiness

A group of delegates discussed sustainable income, whether a guaranteed annual income or a living wage. Either or both of these approaches will address systemic poverty by enabling people to earn or access enough money to get out of poverty. The group recognized that these concepts are not well understood now, and information sharing, providing examples from other communities and research will help to fill in the blanks. The group generated a list of potential partners to work on this initiative, possibilities to get the word out, and a possible source of non-government funding.

Pillar Five: Integrated Continuum of Services

Delegates discussed the goal of creating an integrated continuum of services in the context of specific poverty actions, such as housing. There is also significant interest in establishing or re-establishing inter-agency committees to develop relationships, discuss poverty reduction and decide on common responses. Delegates also discussed the benefits of a single window approach to providing government services at the community level.

Several groups discussed the importance of healthy and engaged community leadership to realize the goals of the anti-poverty strategy. Other related suggestions include:

- Go back to your community and champion the strategy, engage your community members

- Invite your MLA to a community anti-poverty meeting so that he or she can take your points back to government

Next Steps

A panel discussion focused on the next steps needed to create a territorial anti-poverty action plan. **Minister Glen Abernethy** emphasized the need for an action plan that is developed on a cross-sector basis, rather than a plan made by and for government. He asked whether delegates wanted to create a working group to create the territory-wide action plan and whether government should make resources available at the community level to help people develop community plans. There was some interest in this suggestion.

Sabrina Broadhead, the director of Aboriginal health and community wellness for Health and Social Services, has been engaged in helping communities create wellness plans. She reported this process has worked well and she can see the potential for a successful parallel process for community-level anti-poverty planning. She said both the Tlicho government and the Inuvialuit Regional Corporation are leaders in creating community wellness plans. Yet, 11 communities did not access community wellness funding last year, although they had the opportunity to do so.

Ms. Broadhead said that some anti-poverty actions suggested at this workshop could qualify for this multi-year, block funding. The starting point is consulting the community and building anti-poverty actions into the wellness plan.

MLA Alfred Moses committed his personal support to constituents in the Beaufort Delta to advance discussion about anti-poverty actions. He encouraged delegates to contact their MLAs and involve them. He said he would like to see momentum and concrete initiatives underway soon so that they can carry through to the next Legislative Assembly.

Deputy Minister Debbie DeLancey said she has the responsibility of advancing the anti-poverty action plan on behalf of the GNWT. She pledged support and resources to delegates and their communities to advance their own initiatives.

Ms. DeLancey committed to making a small amount of money available to communities to assist them in leading their own anti-poverty action planning. She also encouraged

delegates to access support from the Community Wellness Initiative and renew those initiatives to include anti-poverty actions. She said she believes community work will identify some obstacles and some successes that can have territory-wide application. Government will share this information and will encourage delegates to share among themselves. Ms. DeLancey also said government will engage communities to talk about what policies need to be reviewed and how.

A question and answer session followed the panel discussion. Some of the points that emerged are:

- **Minister Abernethy** wants to see a territory-wide action plan guided by the pillars of anti-poverty strategy. He said that if communities want to develop their own action plans, they should do so. Community plans will be building blocks for the territorial plan, along with regional and organizational action plans, if they are developed as well. Some delegates requested the draft territory-wide plan be subject to a public validation process.
- **Ms. Broadhead** said there is block funding available to communities through the Community Wellness Plans, and communities can choose to allocate money to their anti-poverty priorities.
- **Minister Abernethy** said that there have been significant improvements at the Housing Corporation despite the attention to empty houses at the roundtable. He said he is aware of the need to work together on policy issues identified as obstacles in accessing housing at the community level.
- **Minister Abernethy** acknowledged the non-profit community had been committed to the development of the anti-poverty strategy, despite disappointment with some of the issues that did not make it into final document, such as funding for adult learners and applying gender equity analysis to the work as a whole.
- **Minister Abernethy** said there are sources of funding for anti-poverty priorities other than from the GNWT. He recommended non-profit organizations develop proposals and access other sources of funding to meet their goals.
- **Minister Abernethy** emphasized that the GNWT wants to be a partner in developing a territory-wide plan, but not the leader and not the sole

funder. He urged everyone to make a contribution and find resources to fund their initiatives.

Following this discussion, some delegates signed the Anti-Poverty Charter before participating in a closing prayer.

Appendix 1
NWT Anti-Poverty Roundtable Agenda
November 28-29, 2013
Dettah, NT

Thursday November 28

7:30 a.m. – Breakfast for Delegates and MLAs

8:30 a.m. – Buses Depart YK Inn to pick up delegates at the Elks Club

8:45 a.m. – Buses Depart Elks Club for Dettah

9:30 a.m. – Elder's Prayer and Greeting from Dettah Chief Ed Sangris
Opening Comments

- Minister Glen Abernethy – Chair, Cabinet Social Envelope Committee
- MLA Alfred Moses – Chair, Standing Committee on Social Programs

GNWT Anti-Poverty Strategic Framework Outline – 5 Key Pillars & Related Goals

10:15 a.m. – Table introductions exercise

10:50 a.m. – BREAK

11:00 a.m. – Knowledge Café Roundtable Discussion 1
Discussion of the 5 Pillars/Priority Areas of the Anti-Poverty Framework and the current initiatives underway

12:00 p.m. – LUNCH (Prayer)

1:00 p.m. – Presentations on Best Practices in Addressing Poverty
Tamarack Institute – Donna Jean Forster-Gill
Yukon Labour Market Initiative – Jean-Sebastien Blais

- 2:00 p.m. – Knowledge Café Roundtable Discussion 2
Discussion of Key Guiding Principles
- 3:30 p.m. – BREAK
- 3:45 p.m. – Reflection on the day’s discussion and recommendations
Panel: Bronwyn Watters (Chair); Donna Jean Forster-Gill (Tamarack Institute); Steve Ellis (TIDES Canada Foundation), Jean-Sebastien Blais (Government of the Yukon); Aboriginal Leader
- 4:30 p.m. – Closing Prayer & Adjournment; Travel back to Yellowknife

Friday November 29th

- 8:00 a.m. – Buses Depart YK Inn for Dettah
- 9:00 a.m. – Welcome Back
Opening Comments
Minister Glen Abernethy
Debbie DeLancey, Chair, Deputies Social Envelope Committee
Introduction of GNWT Anti-Poverty Charter
- 9:15 a.m. – Community Perspectives
- Julie Green – No Place for Poverty Coalition
 - Minnie Letcher – Chief, Liidlii Kue First Nation, Fort Simpson
- 10:00 a.m. – BREAK
- 10:15 a.m. – Knowledge Café – Roundtable Discussion 3
Discussion of key responsibilities/action areas
- 12:00 p.m. – LUNCH (prayer)

12:45 p.m. – Knowledge Café - Roundtable Discussion 4

Working together effectively

2:45 p.m. – Feedback from the Panel

Next Steps

4:00 p.m. – Parties Sign the Charter

4:30 p.m. – Closing comments from Minister Abernethy

Closing comments from Chief Sangris

Closing prayer & Adjournment; Travel back to Yellowknife

Appendix 2

Summary—NWT Anti-Poverty Strategic Framework

This document is a summary of the report “Building on the Strengths of Northerners—A Strategic Framework toward the Elimination of Poverty in the NWT”. It is also known as the “NWT Anti-Poverty Strategic Framework”.

The summary gives an outline of what poverty looks like in the NWT and the vision, principles, and priorities of the anti-poverty framework.

The Face of Poverty

People who live in poverty do not have enough money to pay for their basic needs.

Because of this they share certain life conditions:

- Not enough food and often poor quality food.
- Poor housing conditions, crowded housing, housing that costs too much, or no housing—sleeping in shelters or on the street.
- Hard decisions about where to spend the money they have.
- Higher risk of poor health and early death.
- Less ability to take part fully in life and to reach their potential.
- More anxiety, hopelessness, and pain.

Certain groups of people are more likely to live in poverty.

- Single-parent families.
- People with low levels of education and literacy skills.
- Elders.
- People with disabilities.
- People with mental health and addictions problems.

Food security

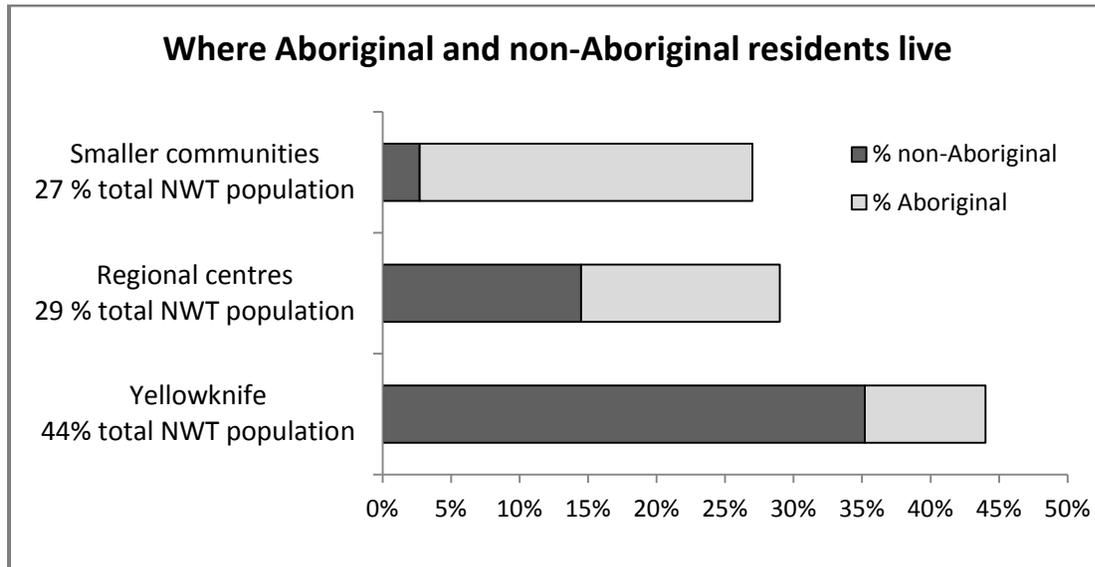
In the NWT, 1,855 households do not have food security. This means they cannot get enough nutritious, safe food that fits their lifestyle and provides a healthy diet. Access to healthy food depends on two main things:

- People always have enough money to buy the food they need for a healthy diet.

- Healthy, low cost food is always available where people live.

Regional imbalance

In the NWT, Aboriginal and non-Aboriginal people are spread unevenly among Yellowknife, regional centres, and smaller communities.



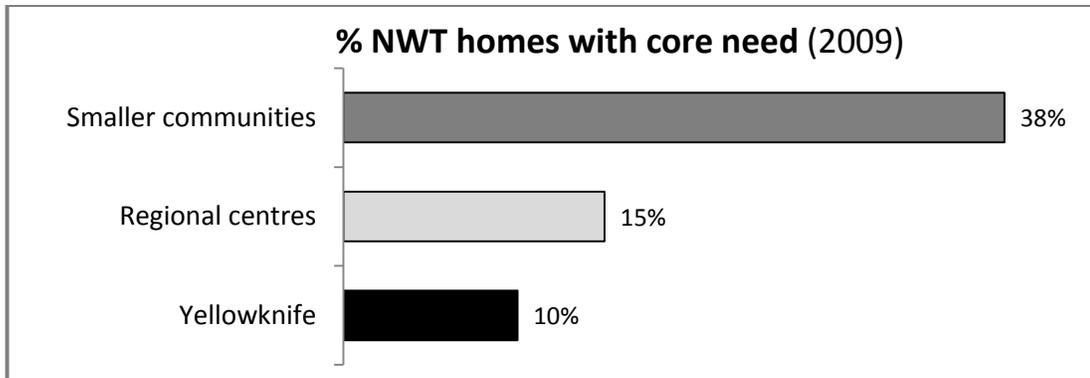
People who live in smaller communities—90% Aboriginal—are more likely to live with conditions that contribute to poverty. The following charts show examples of this regional imbalance.

Housing

People in smaller communities are much more likely to live in a home with core need than people in regional centres or Yellowknife.

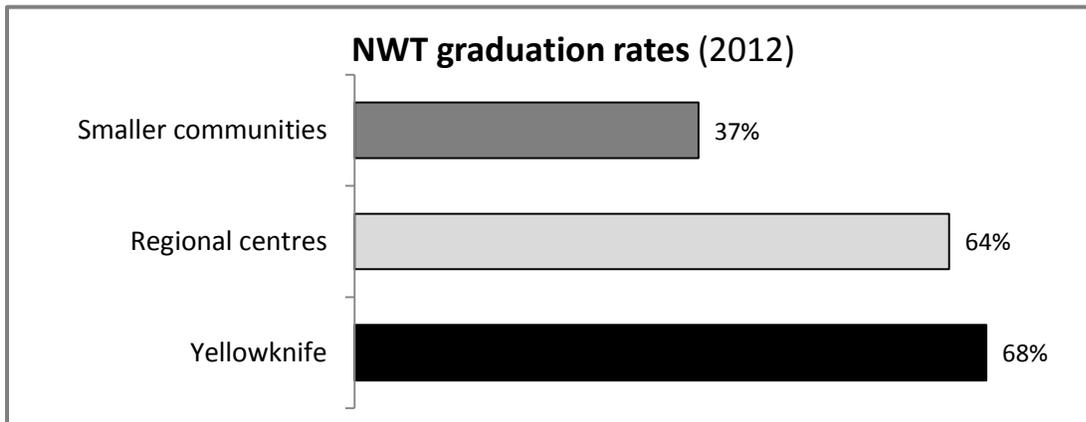
People have a core housing need if their home does not meet one or more of these requirements:

- Suitable: enough bedrooms for the people that live there.
- Adequate: running water, indoor toilet, places to bath and wash; and needs no major repairs.
- Affordable: costs less than 30% of total household income. Includes utilities, water, heat, insurance, property taxes, land lease, rent, or mortgage.



Education

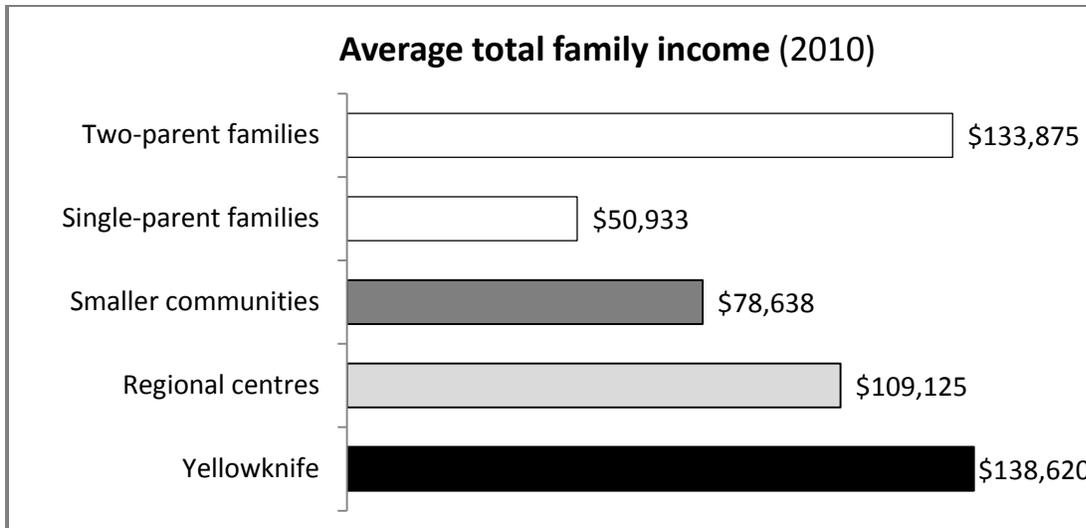
People in smaller communities have much lower graduation rates than people in Yellowknife and regional centres.



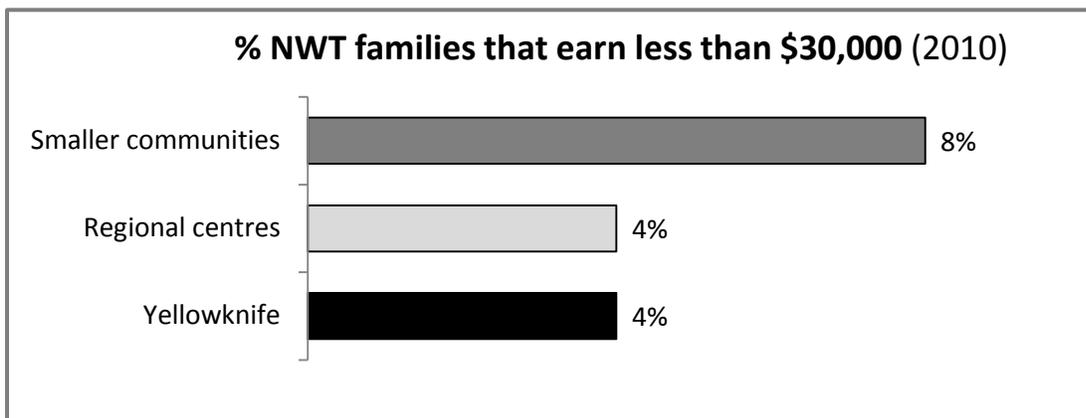
Income

Income is not the only measure of wealth. But in today's world, not enough income or low income is a key element of poverty.

In the NWT, average total family income is lowest for single-parent families and people in smaller communities.

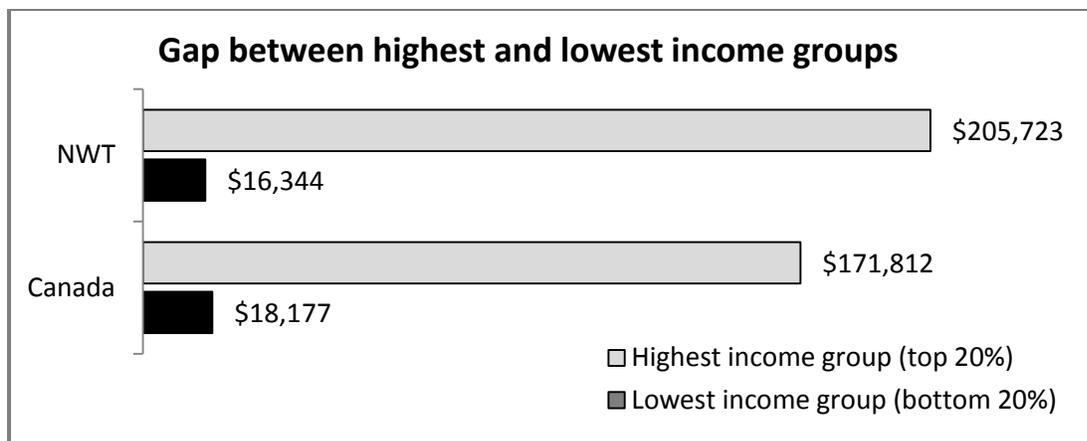


Sixteen percent (16%) of NWT families—1,840 families—earn less than \$30,000. Half of those families live in smaller communities.



Gap between rich and poor

Compared with most developed countries, Canada has a higher rate of poverty and a faster-growing gap between rich and poor.



This gap is wider in the NWT than in other parts of Canada.

Three Ways Poverty Costs Us

- Direct costs: for social programs such as income support, social housing, and other services for people living in poverty.
- Indirect costs: for health care, education, law enforcement, and other public services.
- Social costs: for lost potential, poor health, reduced contribution to community life.

Save money – reduce and prevent poverty

If we invest money and other resources to reduce and prevent poverty, we can save money. Research clearly shows that, in the long term, the amount of money we need to deal with the root causes of poverty is less than the money we spend to support poverty.

When we invest to reduce and prevent poverty, we:

- Reduce the gap between the rich and the poor.
- Distribute income more equally.

Effective actions to reduce and prevent poverty are closely linked to actions that improve health, education, employment, housing, early childhood development, and food security.

NWT Anti-Poverty Strategic Framework

To develop this strategy, territorial and Aboriginal governments, non-profit groups, and business worked together to learn about and understand poverty. They studied the research. They talked with people who live in poverty, people who provide services, and people concerned about the effects of poverty.

The strategy outlines a vision, principles, and five priority areas to work on. It builds on other work such as the NWT Social Agenda developed in 2001.

Vision

Building on the strengths of our people and communities, northerners have the supports they need to live in dignity and free from poverty, as active participants in community life.

Principles

- Respect and equality are essential to anti-poverty work.
- People are our most important resource.
- How we do things is as important as what we do.

Five priorities

To work towards the vision, the strategy has five priority areas for action.

- Child and family support.
- Healthy living and reaching our potential.
- Safe and affordable housing.
- Sustainable communities.
- Integrated continuum of services.

Priority 1: Children and Family Support

Goal: Children and families lead healthy lives free from poverty in a safe and nurturing environment.

Where we need to do more

- ✓ Improve access to and participation in early childhood development programs and services, and supports for children and families.
- ✓ Improve the quality of early childhood development programs, services, and supports.
- ✓ Increase support to families so they can better access safe, suitable, and affordable child care.

How to get there

- ✓ Increase access to affordable, high-quality early learning programs and child care services.
- ✓ Expand early intervention and assessment aimed at infants and new parents, and better coordinate and integrate services.
- ✓ Increase promotion, awareness, and education initiatives for families and communities.
- ✓ Support women who do not typically access prenatal services.
- ✓ Support families to have positive early parenting experiences.

Priority 2: Healthy Living and Reaching Our Potential

Goal: NWT residents access the supports they need for healthy living and reaching their full potential.

Where we need to do more

- ✓ Increase awareness of available mental health services—where people can go for support, regardless of where they live.
- ✓ Close gaps so that services do not miss hard-to-reach people.
- ✓ Improve academic achievement, including graduation rates and literacy and essential skills.

How to get there

- ✓ Help people find the right combination of culturally appropriate services, treatments, and supports.
- ✓ Eliminate barriers and improve outreach to groups of people that these programs often do not reach.

- ✓ Ensure parents engage in their children’s education and that students have the supports they need.

Priority 3: Safe and Affordable Housing

Goal: Everyone has a roof over their head and a safe and affordable place to call home.

Where we need to do more

- ✓ More affordable housing available to people on fixed and low income.
- ✓ Improve housing quality in smaller communities.
- ✓ Develop a northern approach to the “Housing First” program. This program quickly provides homeless people with housing, and then provides other follow up services.

How to get there

- ✓ Support communities to promote safe and affordable housing.
- ✓ Improve housing accessibility, quality, and sustainability.

Priority 4: Sustainable Communities

Goal: Sustainable communities manage their resources based on current need and ensure that future generations have adequate resources.

Where we need to do more

- ✓ Improve basic infrastructure to support business opportunities, reduce cost of living, and support effective service delivery.
- ✓ Invest in developing a local skilled workforce, including more people certified in the trades.
- ✓ Diversify the economy through greater support for small business in areas such as arts and crafts, fishing, trapping, agriculture, forestry, tourism.

How to get there

- ✓ Improve access to programs and services that promote new economic opportunities for northerners.
- ✓ Invest in infrastructure and education that increase employment options for NWT residents.

- ✓ Develop more local sources of energy and food.

Priority 5: Integrated Continuum of Services

Goal: NWT residents receive a range of services, according to their needs.

Where we need to do more

- ✓ Improve support for community-based groups so they can deliver effective and efficient programs that meet peoples' needs.
- ✓ Develop better ways for all levels of government and community groups to work together as partners on shared priorities.
- ✓ Streamline and simplify access to social programs and services, including referrals.

How to get there

- ✓ Provide multi-year block funding to stabilize programs and reduce administrative burden.
- ✓ With strong leadership from the GNWT, organize stakeholders around shared interests and work as partners to build system capacity.
- ✓ Develop a one-window approach to better integrate and coordinate services.

Next Steps

The next step is to develop and carry out an action plan. This plan will list specific actions that governments, community groups, and businesses can take to address each priority. The action plan must also include a way to measure and report on what good this work does for people living in poverty.

This strategy does not stand on its own. It must work with other social, economic, and environmental strategies. Different government departments must work together and in partnership with communities, Aboriginal governments, and the non-profit and business sectors.

To eliminate and prevent poverty is a long-term process and a complex challenge. Individuals, families, communities, non-profit groups, and businesses all have a role to play. Aboriginal and community governments, and especially the GNWT, are responsible for services that directly affect the actions we need to take to reduce and

prevent poverty. The GNWT tabled this strategy in the Legislative Assembly—an important step in their leadership role to eliminate and prevent poverty.

Appendix 3

Donna Jean Forster-Gill

Promising Practices in Poverty Reduction Across Canada

How much more information do we need to know that a hungry child will not do well in school? Stop admiring the problem, and get on with the work.

– Mark Chamberlain - CEO, Trivaris

Vibrant Communities Initiative



5 Elements of a Vibrant Community



- The Vibrant Communities initiative started with one idea – Waterloo Region of Ontario sought to move 2000 people out of poverty by the year 2000.
- They attracted resourcing from several sources including
 - McConnell Foundation – Financing, Research
 - Tamarak Institute – Connecting to other communities and resources
- They engaged business, government, people living with poverty, community leaders and NGO's
 - Required a multi-sector approach
 - Believed the Community already had the assets they required
 - Took a long-term approach
 - Focused on root-causes
- 13 Communities across Canada have achieved significant results:
202,931 households have been moved out of poverty!

What can we do in NWT by adapting the approaches of Vibrant Communities to the North?

Key Numbers in Vibrant Communities
439,435 poverty reducing benefits to 202,931 households in Canada
256 poverty reducing initiatives completed or in progress by local Trail Builders
\$22.8 million invested in local Trail Builder activity
2,278 organizations partnering in Trail Builder communities
1,539 individuals playing substantial roles including 840 people who are living in poverty
53 substantive government policy changes



Network of 100+ cities, regions, counties, territories, and provinces

Networked together to:

- Learn from each other and scale up what's working more quickly
- Display collective commitment through a Charter
- Advocate for municipalities to lead through a Business Case
- Shape a national policy agenda around transportation, housing and homelessness, income security, food security, education and childcare, social inclusion and stigma
- Launch a Canadian Living Wage Framework and Campaign
- Research models of campus-community engagement for policy change
- Create a National Poverty Reduction Summit – a first for Canada
- Measure together the change that is being made across the country through a common evaluation framework

- Social/Housing Assistance Reform – ensure people who find work and start working way out of poverty aren't 'penalized' for their success
- Financial literacy, tax assistance
- Housing & Transportation
 - Affordable housing & rent subsidy
 - Hostels → homes programs
 - “Housing First”
 - Affordable transportation, job bussing
- Food Security
 - Good Food boxes
 - Community Kitchens
 - Community greenhouses/gardens
 - Local food availability focus



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The Landscape has Changed since 2002!

- **Municipally:** 121 collaborative poverty reduction roundtables have connected to Vibrant Communities Canada – Cites Reducing Poverty
- **Provincially:** 11 provinces and territories have poverty reduction strategies – only 2 more to go!
- **Federally:** All-party Anti-Poverty Roundtable has been formed to focus on poverty, the Government of Canada – HUMA committee, Senate Roundtable on Cities and Federation of Canadian Municipalities have identified poverty as a critical issue

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Vibrant Communities Key Elements for Success

- Influential and credible convener(s)
- Cross-sector, connected leadership table
- Challenging community aspiration
- Clearly articulated purpose and approach – Framework for Change
- High degree of resident mobilization
- Research and Understanding of Poverty which informs the work and captures shared impact

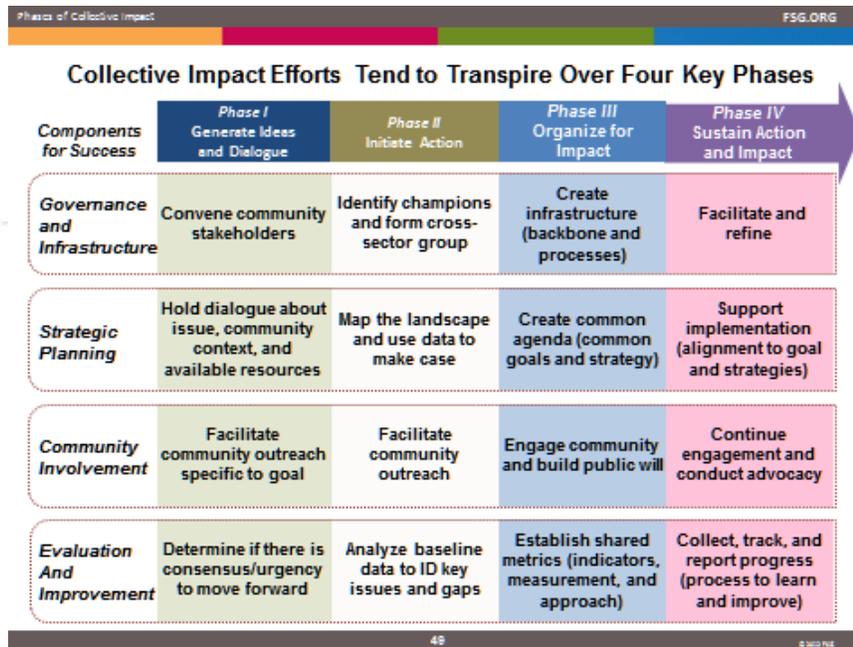
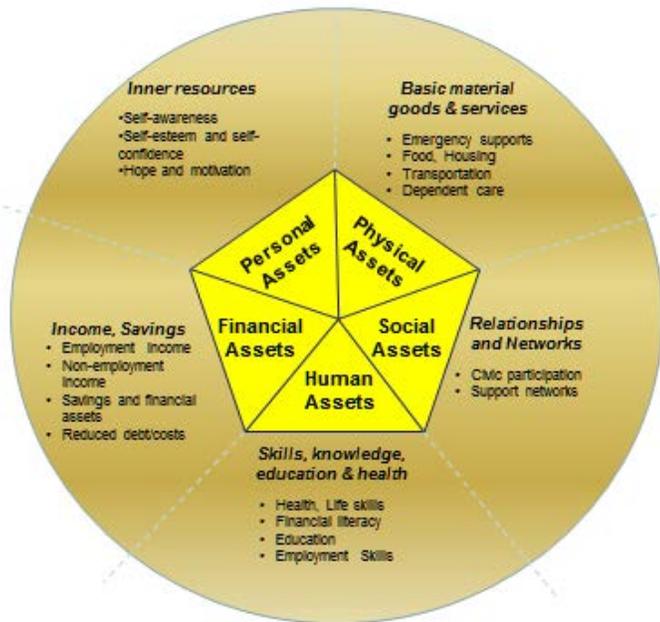
Different Views of Poverty

Conditions of Poverty	Definition	Poverty Reduction Goal
Absolute Poverty	Lack of resources to meet the physical needs for survival	Meet basic needs
Relative Poverty	Lack of resources to achieve a standard of living that allows people to play roles, participate in relationships and live a life deemed normal by society	Equity/parity with others
Poverty as Dependence	Lack of critical mass of assets needed to meet one's needs on a sustainable basis	Self-sufficiency
Poverty as Exclusion	Processes of deprivation and marginalization that isolates people from social and economic activities	Inclusion
Poverty as capabilities deprivation	Lack of resources, capabilities, choices, security and power necessary for an adequate standard of living and other civil, economic, political and social rights	Human Development

Indicators of Community Change

Policy and Systems Change	<ul style="list-style-type: none"> • Changes in public policy • Changes in service and support systems • Changes in material resources • Changes in community-level assets
Community Capacity Building	<ul style="list-style-type: none"> • Convening capacity • Multisectoral leadership • Collaboration • Community awareness
Individual and Household Assets	<ul style="list-style-type: none"> • Personal assets • Physical assets • Social assets • Human assets • Financial assets

Multiple Stakeholder Responsibilities across Multiple Facets of Poverty Improvement



Appendix 4

Jean-Sebastien Blais

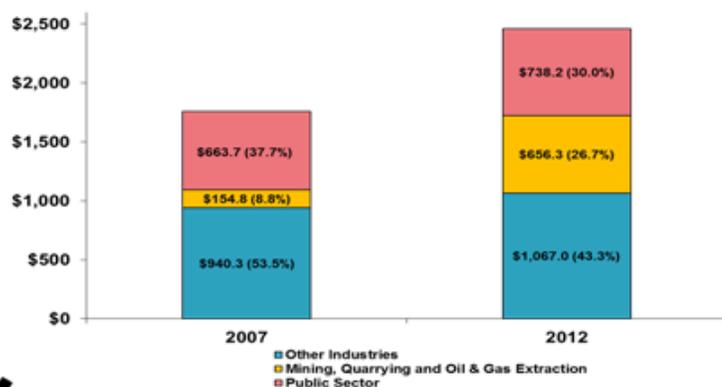
Lessons Learned from Yukon's Labour Market Framework Implementation

Starting Point Philosophy:

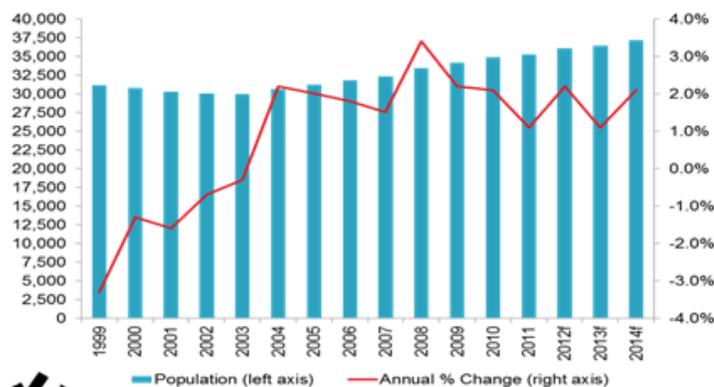
If we improve the job prospects for people in Yukon, then we can better address Poverty

1. Need to understand the social and labour market reality in Yukon
2. Build & Implement a comprehensive labour market strategy (took 2 years)
3. Establish Vision & Guiding Principles
4. Clear Outcomes, measurement and method

Yukon: Understanding the social and labour market reality - Sources of GDP



Yukon's Changing population



Vision

- The Framework's vision is: "An inclusive and adaptable labour market that meets the demands of a strong, diversified economy and provides opportunity for a better quality of life for Yukoners." Each strategy developed under the Framework supports this vision.

Guiding Principles (in the development of strategies & actions)

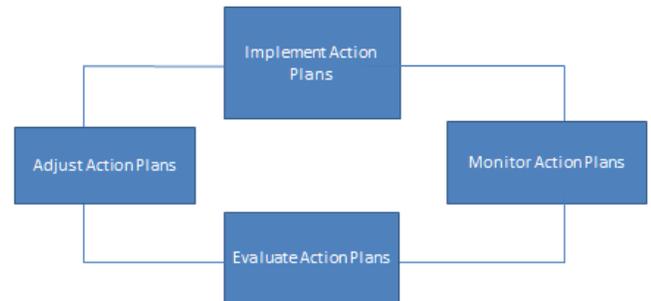
- **Adaptable:** responds to changes in the economy through innovation and flexibility
- **Inclusive:** embodies an holistic approach that considers the interests of individuals, workers, and employers
- **Build on strengths and successes:** recognizes the positive activities already underway in Yukon to attract, retain, educate and train people for the labour market, while remaining open to new ideas

- **Accountability:** focuses on results, and
- **Collaboration:** emphasis on partnerships.

Yukon's LMF



Yukon LMF: Implementation Process and the work of the committees



Key Elements of Success – Built on Commitment:

- Securing political will: **A 10 years long commitment (= 2.5 political cycles);**
- **Stakeholders participations** in the monitoring and evaluations of actions;
- Committed to long term **partnerships, collaboration and solidarity.**

Evaluation:

- Measurement & Evaluation capacity is very important to build
- Developed an Evaluation Plan using *logic model* method in partnership with a national expert;
- Built evaluation capacity to use logic model through workshops designed for stakeholders.

Challenges and Areas for Improvement:

- Consultation fatigue
- Diverse expectations and political agendas
- Funding limitations
- Advisory committee
- Difficulty to assess the impact, lack of data
- Turnover

Lessons Learned (from Panel Session)

- A long-term strategy can have short-term results
- Break things down into 3-4yr chunks
- Easy-to-adapt approach with different community leaders
- Trust each other - recognize effort and commitment to making a difference
- Do not fear the challenge to learn new tools, new approaches, to evaluate well

Appendix 5

THE NORTHWEST TERRITORIES ANTI-POVERTY ACTION PLAN

PARTNERS AGAINST POVERTY

A Charter for Working Together Toward the Elimination of Poverty in the NWT

This Charter dated November 29th, 2013.

INTRODUCTION

The Anti-Poverty Strategic Framework: *Building on the Strengths of Northerners* resulted from consultation across the Northwest Territories, with input received from people in all regions. The work was led by a Steering Committee representing non-government organizations, Aboriginal governments, business and industry, people living in poverty, the Government of Canada and the GNWT.

It sets out a shared vision, three principles and five key “Pillars for Action” for poverty reduction in the Northwest Territories.

The Strategic Framework sets out the basis for work towards the elimination of poverty in the NWT.

This Charter is the next step in moving toward a “Poverty-Free NWT”. It states our shared commitment to work together for the benefit of all residents of the NWT. It confirms our vision and principles to guide action within the five priority areas.

Eliminating poverty is a complex challenge and will be a long-term process requiring on-going commitment. This Accord symbolizes our individual and collective commitment to work together toward the goal of a Northwest Territories free of poverty.

THE ANTI-POVERTY STRATEGIC FRAMEWORK

OUR VISION OF THE FUTURE

Building on the strengths of our people and communities, Northerners will have access to the supports they need to live in dignity and free from poverty, as active participants in community life.

GETTING THERE - GUIDING PRINCIPLES

We are committed to the following principles as we work together to achieve a poverty-free NWT:

- Respect and equality are essential to anti-poverty work.
- People are our most important resource.
- How we do things is as important as what we do.

PRIORITIES

The Anti-Poverty Strategic Framework contains five priorities to meet our vision for the elimination of poverty:

- Children and Family Support
- Healthy Living and Reaching Our Potential
- Safe and Affordable Housing
- Sustainable Communities
- Integrated Continuum of Services

GOALS

Each priority is supported by a goal that identifies the outcome we are working towards. These are:

1. Children and families lead healthy lives free from poverty in a safe and nurturing environment.
2. NWT residents have access to the supports they need for healthy living and reaching their full potential.
3. Everyone has a roof over their head and a safe and affordable place to call home.
4. Sustainable communities managing their resources based on current need while ensuring that adequate resources are available for future generations.
5. NWT residents receive a continuum of integrated services according to their needs

WORKING TOGETHER FOR RESULTS

We believe that, working together, we can fulfill our vision of a North free from poverty. We know it will take all of us to make meaningful change – government cannot do it alone.

We recognize the need for partnership, for supporting on-going research into best practices, for holding ourselves accountable and evaluating our success in the implementation of the strategy.

We further recognize the complex nature of poverty, and the need for the involvement of all sectors. We know that new opportunities and new issues will continue to emerge so will need to be able to review and adjust our goals and activities as required.

Our vision can be achieved by working in a variety of ways, both individually and collectively.

This includes:

- Working individually within our own community or organization by:
 - Developing and implementing a plan for action to meet the needs of the people we serve;
 - Monitoring and reporting on the results we achieve.

- Working collectively by:
 - Meeting annually to review progress and plans for ongoing work;
 - Establishing an evaluation process to monitor and report on our activities;
 - Developing an open communications plan to increase awareness of the many issues related to the elimination of poverty in the NWT;
 - Supporting on-going discussion and the development of solutions to issues that may arise.

This Charter confirms the collective efforts of many people and organizations committed to working together to combat poverty in the NWT. We believe that people are best served when we all work together to address social issues.

Every one of us has a role to play.

APPROVAL BY CONSENSUS

By signing this Charter, we agree to work within our own organization towards achieving the vision set out in the Charter, to support each other in achieving the collective goals and to report annually on progress. We also commit to doing this in the spirit of respect, recognition and responsibility.

Date

Government of the Northwest Territories

Date

Date

Appendix 6
Roundtable Participants

First Name	Last Name	Organization	E-mail
Helen	Balanoff	NWT Literacy Council	helen.balanoff@gmail.com
Dreamweaver	Basil	The Native Women's Association of the NWT	exdirector@nativewomens.com
Viktoria	Bassarguina	Department of the Executive (GNWT)	viktoria_bassarguina@gov.nt.ca
Marion	Berls	NWT Human Rights Commission	marion.berls@pc.gc.ca
Christine	Black	Vital Able Boarding Home	chrsitine@detoncho.com
Jean-Sabastien	Blais	Gov't of the Yukon	Jean-Sebastien.Blais@gov.yk.ca
Chief Phillip	Blake	Gwichya Gwich'in Council	chief@tsiigehtchic.ca
Sabrina	Broadhead	Dept. of Health and Socail Services (GNWT)	sabrina_broadhead@gov.nt.ca
Aggie	Brockman	Alternatives North	abrockman@northwestel.net
Lisa	Cardinal	Department of HSS (GNWT)	lisa_cardinal@gov.nt.ca
John	Colford	Department of Industry Toursim and Investment (GNWT)	john_colford@gov.nt.ca
Matilda	DeBastien	Gwich'in Tribal Council	mdebastien@gwichin.nt.ca
Debbie	DeLancey	Deputy Minister (GNWT)	debbie_delancey@gov.nt.ca
Jennifer	Drygeese	Yellowknife Dene First Nation	jennifer@ykdene.com
Joseph	Dryneck	Community Government of Wekweeti	Use mailing address: Box 27, Wekweeti, NT. X0E 1W0.
Stephen	Dunbar	Executive Assistant to Minister Glen Abernethy	stephen_dunbar@gov.nt.ca
Steve	Ellis	Tides Canada Foundation	steve.ellis@tidescanada.org
Susan	Fitzky	Association of Social Workers in Northern Canada	susan.fitzky@gmail.com
Donna Jean	Forster-Gill	Tamarack Foundation	DonnaJean@tamarackcommunity.ca
Aleta	Fowler	CanNor	aleta.fowler@cannor.gc.ca
Lyda	Fuller	YWCA Yellowknife	lyda@ywcanwt.ca
Grant	Gowans	Department of HSS	grant_gowans@gov.nt.ca
Josie	Green	Paulatuk Community Corp	joleann04@hotmail.com
Julie	Green	No Place for Poverty Coalition	juliegreen@theedge.ca
Marilyn	Hardisty	Jean Marie River First Nation	pcoordinator@jmrfrn.com
Barbara	Hood	NWT Seniors' Society	seniors@yk.com

Adam	Inuktalik	Ulukhaktok Community Corp	via ulu_community_corp@hotmail.com . E-mails can be forwarded to Adam from here.
Eileen	Koe	Tetlet Gwich'in Council	eileen_koe@hotmail.com
Karen	Lajoie	Department of Justice (GNWT)	karen_lajoie@gov.nt.ca
Ian	Legaree	Department of Municipal and Community Affairs	ian_legaree@gov.nt.ca
Chief Minnie	Letcher	Liidlii Kue First Nation	chief@liidliikue.com
Olin	Lovely	Department of Finance (GNWT)	olin_lovely@gov.nt.ca
Doug	MacNamara		doug.macnamara@banffexcelead.com
Margaret	McDonald	Norman Wells Land Corp	coo@nwlc.ca
Denise	McKee	NWT Disabilities Council	ed@nwtcdc.net
Gayla	Meredith	NWT Teachers' Association	president@nwtta.nt.ca
Melba	Mitchell	Inuvik Native Band	melbaegreenland@yahoo.ca
Suzette	Montreuil	Roman Catholic Diocese of Mackenzie-Fort Smith	suzette@hotmai.com
Alfred	Moses	Legislative Assembly	alfred_moses@gov.nt.ca
Gaylene	Moses	Pehdzeh Ki First Nation	gmoses2008@hotmail.com
Barb	O'Neill	AANDC	barb.oneill@aandc-aadnc.gc.ca
Chief Alvin	Orlias	Behdzi Ahda First Nation Band	chief.bafn@gmail.com
Vishni	Peeris	Bureau of Statistics (GNWT)	vishni_peeris@gov.nt.ca
Laura	Rose	The Soup Kitchen	ncinn.net@gmail.com
Susan	Ross	Gwich'in Tribal Council	sross@gwichin.nt.ca
Emily	Saunders	Lutsel K'e Dene First Nation	No e-mail. Can use facsimile though - (867) 370-3010
Cate	Sills	Dept of the Executive (GNWT)	cate_sills@gov.nt.ca
Ruth	Stewart	Aklavik Indian Band. E-mail provided is for Mrs. Stewart's spouse. Tait used this e-mail to send her information.	exec.director.egc@gmail.com
Sally Ann	Tatti	Sister Celeste Child Dev Ctr	satatti@hotmail.com
Sarah	Tilley	Aurora College	stilley@auroracollege.nt.ca
Frank	Walsh	Union of Northern Workers	2ndvp@unw.ca atp@unw.ca
Bronwyn	Watters	Department of the Executive (GNWT)	bronwyn_watters@gov.nt.ca
Joe	Wetrade	Community Government of Gameti	No e-mail. Can use facsimile though - (867) 997-3411.
Evelyn	Wilson	Aklavik Community Corporation	accreception@northwestel.net
Douglas	Yallee	Tulita Dene Band	doug-yallee@xplorernet.ca
Revi	Lau-a	NWT Housing Corporation (GNWT)	revi_lau-a@gov.nt.ca
Erin	Shea	NWT Housing Corporation (GNWT)	erin_shea@gov.nt.ca
Lois	Walbourne	Education, Culture & Employment (ECE)(GNWT)	lois_walbourne@gov.nt.ca

Jeremy	Ball	Canadian North/perhaps the Yellowknife Chamber of Commerce	jball@canadiannorth.com
Nora	Wedzin	Tlicho Community Services Agency	nwedzin@tlicho.net
Jari	Paivalainen	CanNor	jari.paivalainen@cannor.gc.ca
Evelyn	Krutko	NWT/NU Council of Friendship Centres	via_nt_nucfcyk@northwestel.net
Annemeike	Mulders	Status of Women's Council of the NWT	am@statusofwomen.nt.ca
Roxanne	Woodward	Dene Nation	rwoodward@denenation.com
Karen	Zemanek	Beaufort Delta HSSA	karen_zemanek@gov.nt.ca