



# **ANNUAL REPORT**

## **2019**



**NOVA SCOTIA NATIVE  
WOMEN'S ASSOCIATION**





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# Message from the President



When I was elected President of the Nova Scotia Native Women's Association in November 2017, I made a commitment to accountability, transparency and honesty. This commitment is what has guided me in all the work we have completed thus far. I have represented our association in many capacities, which are inclusive of the Mi'kmaq Employment/Training Secretariat, Mi'kmaq Family and Children's Services, Eastern Door Indigenous Women's Association and as secretary for NWAC Executive Committee. I have advocated for the needs of the NSNWA with all levels of government including the Nova Scotia Chiefs. I have worked to improve our relationship and reputation with all levels of government and believe that our widespread support has made all our progress possible.

I have so many amazing examples that I am proud to have been a part of, most notably is the work being done with Senator Yvonne Boyer and her involvement in Forced/Coerced Sterilization, Senator Dan Christmas in starting the Human Trafficking Prevention Strategy, having been in attendance at the resolution at the Legislature with the family of the late Cassidy Bernard, meeting with government to obtain funding to build a new head office space and a Resiliency Centre and the all important work regarding Bill S3. I have attended numerous events in local communities, some of which have included the survivors for Indian Residential Schools Walk in Eskasoni First Nation, Sisters in Spirit, LGB2SQIA flag raising, National Volunteer Fire Department for which I was instrumental in having our Mi'kmaq language on the fire departments flag that is now flown in every fire department in Canada. This endeavour enabled me to recommend that an Indigenous person hold a seat on the board of directors for the National Volunteer Fire Department. Obtaining funding for Barriers for Women in the Workplace in Glooscap and most importantly, a major overhaul of Nova Scotia Native Women's Association in working towards core permanent funding and many more endeavours that would take too long to address.

I have worked hard in restoring relationships and partnerships with all levels of government, our local chapters, elders and funders have been my top priorities as President for NSNWA. We have made tremendous progress towards this goal. I have diligently used every opportunity to advocate for equitable funding for the NSNWA. This has resulted in not only these proposals being approved but also securing federal core funds

and the announcement of Nova Scotia's commitment to providing core funds annually to the NSNWA each year. This is also a historic win for our women; to be recognized as deserving of funding matching that of other women's groups in the province.

Although I have been a driving force behind these many exciting endeavours, it is the women that lead the way. I am their voice to help make it happen. I am very proud of our association and the women who have taken their time to make it what it is today.

I have been honoured to serve our women for the past two years. Our leadership is strong, dynamic, innovative and knowledgeable. We have accomplished so much to be proud of. These achievements would not have happened without our leadership's collective contribution and

unified approach to rebuilding and strengthening the Association. Thank you to the NSNWA Board of Directors, Executive Committee, dedicated staff and volunteers our success is all of ours to celebrate.

On a personal note, my Seven Sacred Coffee is now available for purchase at Sobeys until October 31, 2019. A percentage of all sales will be going into a scholarship fund for Women and Girls to attend, upgrading their education in the agricultural sector. This is a gift I am excited to give to promote our women, girls and gender diverse people, as well as, supporting our Fair-Trade sisters in other parts of the world.

Your Sister,

Lorraine Whitman

President



### **Eastern Door Indigenous Women's Association:**

I represent NSNWA as a board member for EDIWA. The main priority for EDIWA has been guiding the work of our legal counsel as a party, at the Inquiry into Missing and Murdered Indigenous Women and Girls. Many of us from Nova Scotia attended the release of the final report in Gatineau, Quebec.

Through the work of the Awake the Matriarch Project, EDIWA contracted the services of 3 Minds Consulting to conduct an Indigenous Gender Based Analysis for the Atlantic Region. This report is very interesting and provides a variety of recommendations for addressing continual inequities that Indigenous women face.

### **Human Trafficking Prevention Strategy:**

NSNWA met with Senator Dan Christmas, the lead RCMP for this file and the Mi'kmaq Native Friendship Centre. Senator Christmas asked for us to lead the development of an Indigenous Human Trafficking Prevention Strategy for Nova Scotia. We have an upcoming meeting with all key partners and players for early spring where we will begin the work of developing this strategy.

### **Native Women's Association of Canada:**

I was elected Secretary of the NWAC Executive Committee in September 2018. In February 2019, NWAC signed a historic Accord with Canada committing to working together toward ending the systemic marginalization of Indigenous women, girls and gender-diverse people and advancing the health and well-being of current and future generations of Indigenous women, children and their peoples and Nations, in the spirit of reconciliation.

The federal government has committed to an initial three years of core funding for all NWAC PTMAs. This provision of core funds is a historic victory for the Association, and we continue to advocate for the continuance of federal core funding.

### **Bill S3:**

NSNWA held Bill S3 engagement sessions in both the mainland and Unama'ki. These sessions provided an opportunity for valuable dialogue on the topic of gender-based discrimination under the Indian Act. More clarity from the government is needed to best understand how our people can restore status using Bill S3. It was also clear that further training should be done with band registrars to ensure individuals are assisted effectively in the process.



Photo of Lorraine Whitman, President of NSNWA, received the feminist leadership award.

# Message from the Executive Director



In late April 2018 I accepted the position as Executive Director of the Nova Scotia Native Women's Association with a strong sense of pride to continue the work our ancestors started for us. The NSNWA Leadership's primary objectives for me were to:

- Improve Financial Accountability - Complete all outstanding reports, conduct all outstanding audits, strengthen financial management protocols.
- Increase Funding- Secure funding to ensure the NSNWAs financial security and growth.
- Human Resource Management-Ensure the association is following proper human resource management procedures, each staff member has an up to date contract and job description, ensure that human resource policy is up to date and following provincial and federal legislation.
- Jane Paul Indigenous Women's Resource Centre- Increase capacity, ensure safety and create/update policies.

Shortly before I began in this role the Association had undergone both Governance and Management changes. This first year has been challenging because the first eight months had been catching up on outstanding work, reports, audits and day to operations. I am proud to report that we are caught up now and are stronger in all ways.

## Primary Objectives:

1. Improve Financial Accountability: NSNWA is up to date with all reporting requirements and all funds owed back to the Association for this fiscal year have been received. Both outstanding audits have been completed. We continue to improve the financial management protocols of the association. NSNWAs financial team will be transitioning to Sage Premium Accounting Software in the new fiscal year which will improve our ability to provide leadership with more comprehensive financial reports. In the new fiscal year, we will be creating a new financial management policy for the NSNWA. Through the knowledgeable leadership of our Treasurer, Lisa Toney and her extraordinary dedication, we have successfully restored financial health to the association.

2. Increase Funding: NSNWA has a 97% proposal approval rate for this fiscal year. Not only have we

been successful securing short-term grants, but we have also secured the long-term Sexualized Violence Community Mobilization Program and National Core Funding. With this success also comes the disappointment that sustainable funding has not been secured for the Jane Paul Centre. NSNWA staff has made this funding the number one priority and will continue to work to this end.

3. Human Resource Management: It became quickly apparent that the staffing of the NSNWA did not match the requirements of the Association. There was a large imbalance of workloads and salaries were not in line with positions, seniority or duties. Most staff did not have copies of the project proposals, budgets or reporting requirements and most did not have up to date contracts or job descriptions. I worked with staff individually and collectively to assist them in their transition to managing their program/project. I met with all the staff individually to gain a collective understanding of their roles and address any concerns they had. Employees contracts were all brought up to date and I went over their job descriptions with each of them. The NSNWA staff have excelled given the opportunity to take the lead on their programs. I am very proud of each of them. As team we have focussed on improving the office culture and climate. We held many staff meetings this year including a staff retreat focused on selfcare. At one of our staff meetings we learned about lateral violence and created a plan of how we will address it when it happens. We then explored what the NSNWA meant to us, who are our members and who do we serve, what can our members expect from us and why our work at NSNWA is important to us. From this work we have created an Employee Vision of Excellence which will be professionally printed and on display at each NSNWA office. A human resourcing plan was created to address the gaps of the association and to match the actual workforce requirements. These changes in job descriptions and responsibilities will begin April 1st, 2019.

4. Jane Paul Women's Resource Centre: NSNWA has relied largely on our dedicated volunteers to keep the doors open, mainly Vice-President Bernadette Marshall. NSNWA was able to secure funding to hire a full-time staff member for the last half of the year however funding for that position ended March 31st, 2019. NSNWA will continue to seek funding to sustain and grow the Jane Paul Centre. Throughout most of

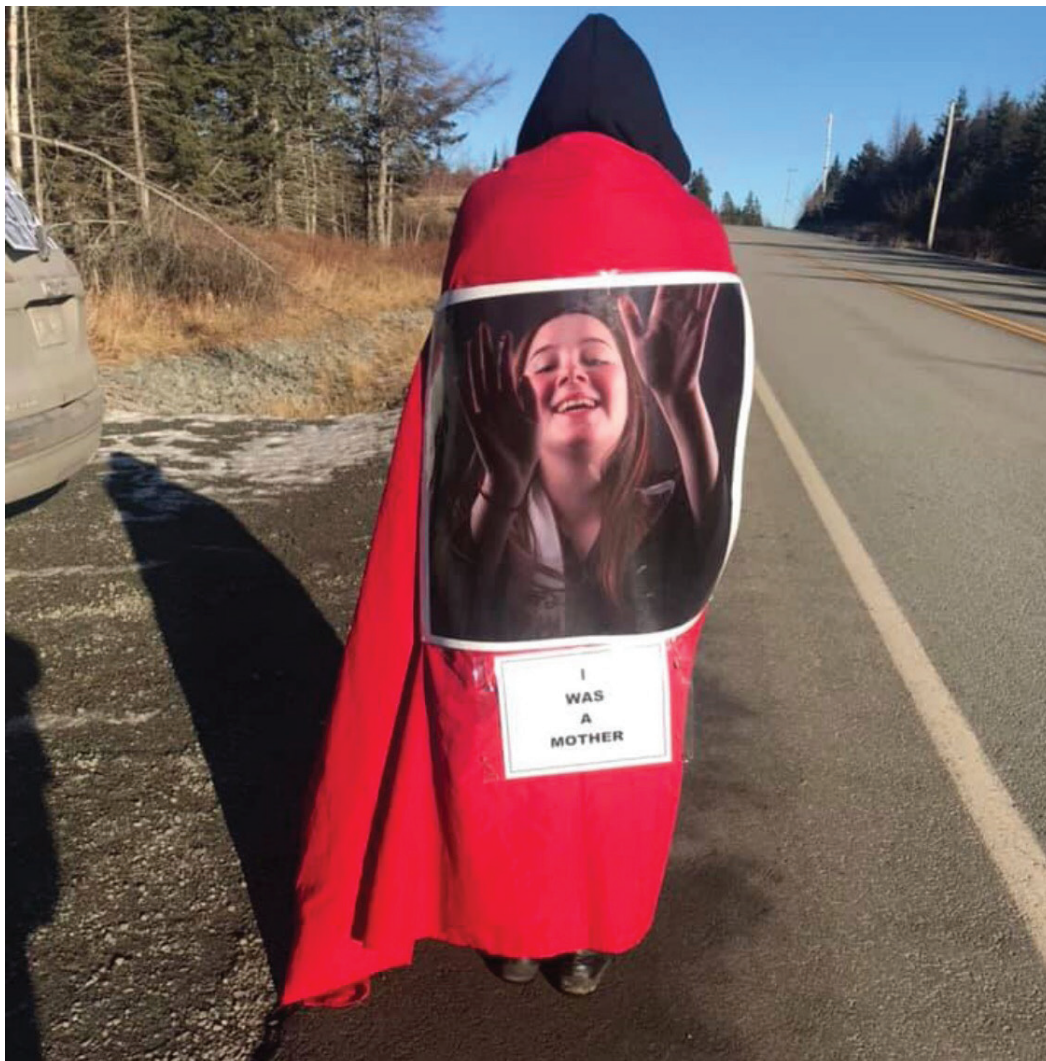


the year one on one counselling support was offered every other week at the centre. Many workshops were delivered including Slow Cooked Dreams, Employability Training, Healthy Relationships, Paint Night, Self-Care, Beading etc. A meeting is planned in the upcoming fiscal year with all key players to discuss how we can all work together to sustain the Jane Paul Centre and to address sexualized violence against Indigenous women and girls. At this meeting it is our hope to gain a commitment of in-kind and/or financial support to ensure financial stability, reliable on-site access of services, safety management and creating a new board of directors to oversee the centre.

I am proud of the work that NSNWA have accomplished this year. The accomplishments came from the hard work and dedication of all staff and leadership. I am thankful that this upcoming year we can focus completely on the work of the present and future. Together we have and will do amazing things.

Yours in Sisterness,

Karen Pictou



Cassidy Bernard blanket pic - Taken at the MMIWG walk in Potlotek. "We have a voice, a voice that we are born with. We need to have our voices heard. Every voice matters! My wish before I leave this earth is that my daughters, your daughters, will not live in a country where our lives aren't held sacred. We have to make this country responsible for this tragedy and genocide our people have endured since colonization." - Annie Daisley, Secretary NSNWA.

# FILU Program Report



Maire Sack, FILU Specialist

Program Name: FILU

Program Mandate: Community Outreach for Families of MMIWG

Program Budget: \$125,000.00

Duties/Responsibilities:

- To visit family members of the MMIWG and make referrals to traditional healing if they need/want
- Attend meetings concerning MMIWG, federal reporting and stats
- Work on family gathering for MMIWG family members
- Offer Grief/Trauma workshops, follow-up with Families after events, work closely with Helen Rengnier for families that may request information about their loved one
- Distribute information packages to policing services in NS
- Introduce the FILU program to police and other agencies, make myself available for families when they receive information about a loved one's case
- Part of national conference calls for FILU workers.

Program Outcomes:

- Family visits are/were well received
- Planning a MMIWG Gathering at White Point Beach Resort, a trauma/grief workshop will be offered
- Supported family members when information was updated
- Made calls for families for information
- Made requests for traditional healing services
- Attended meetings and training associated with MMIWG.

Progress on Outcomes:

- Making progress with families of MMIWG due to the trust established and am known to all the families
- A lot of healing has taken place
- The families enjoyed the first MMIWG gathering
- Agencies and police are aware of the FILU program
- Attended and helped with vigil for family members.

Total Number of Clients Served:

Served 14 family members since April 2019.

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# EDIWA Program Report



Denise Moore, Indigenous Women's Policy Analyst

Project Name: Awake the Matriarch: Empowering the Indigenous Women of the Atlantic

## Project Objectives:

- To empower Indigenous women to embrace their traditional and significant role in their communities and territories and to provide support and resources for Indigenous women to develop programs and initiatives to engage in meaningful dialogue with their communities and Nations.
- To create a nationhood building process by working collectively with regional Indigenous women and create strategic partnerships to create a voice for Indigenous women at the local, regional and national level on matters of empowerment, equity and leadership.

## Project Budget:

- Year 3: \$255,949

## Duties/Responsibilities:

- Coordination of the Empowering Indigenous Women for Strong Communities – Awake the Matriarch project.
- Provide support and work closely with the four provincial Indigenous Women's Groups (NS Native Women's Association, Aboriginal Women's Association of PEI, Newfoundland Aboriginal Women's Network, Indigenous Women of the Mi'kmaq & Maliseet Territories)
- Oversee and direct key components of the wake the Matriarch project including;
  - o Establish and maintain networks – Federal, Provincial, Local organizations/governments
  - o Identification of Gaps (Needs Assessment)
  - o Oversee and assist with the development of community Path Plans and Mind Mapping
  - o Oversee and assist with the implementation of Path Plans and Maps
  - o Oversee and direct the Project Evaluation
- Liaise with federal government, provincial, first nation

agencies on issues concerning Indigenous women

- Prepare briefings/progress reports/presentations for the NSNWA/EDIWA Board of Directors
- Collects statistics and conducts research to assess the current status of women, locally and regionally
- Prepare annual Progress Reports for Status of Women Canada

## Year 3 Project Outcomes/Progress:

- Final Evaluation Report - In Progress (Darlene McCulloch)
- Development of Strategic Partnerships - On Going
- Atlantic Response to the MMIWG National Inquiry Recommendations - In Progress
- Increased understanding of Gender-Based Analysis (GBA) and the impacts of policy on Indigenous women
  - GBA Report - Completed; Dissemination & Education
  - To be Completed
- Increased capacity of Atlantic Indigenous women - On Going
- Increased knowledge of available services and resources for Indigenous women - On Going
- Community Path Plans Implemented - On Going
- Community support and action for empowering Indigenous women - On Going
- Final Report inclusive of deliverables from the key activities throughout the project such as engagement and outreach strategy - To Be Completed
- Final/Approved By-Laws for Eastern Door Indigenous Women's Association - On Going

Note: Much of the activities undertaken by communities during Year 3 of the project were identified during Community Engagement Sessions held throughout Year 2.

Community Engagement Sessions (Completed in Year 2):

- Lennox Island (3)
- Sipekne'katik (3)
- Millbrook (1)
- Elsipogtog (3)
- Woodstock (3)
- Central Newfoundland (3)
- Eastern Newfoundland (3)

Communities planned and delivered three "Finding Our Gifts, Strengths and Opportunities: Inventory of Resources" workshops.

- o Workshop #1: Historical Timeline

- o Workshop #2: Discovering Our Gifts, Strengths and Opportunities

- o Workshop #3: Path Plan/Community Maps

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Blanket from Acadia FN - Blanket given to Evelyn Francis. Rocks painted by Marilyn Leigh Francis - blue lobster tells the story of sacredness of our relationship with the water and ocean life.



# Tripartite Program Report



Dawn McDonald, Intergovernmental Liaison/Tripartite Coordinator

Program Name: Tripartite

Program Mandate: The Tripartite Forum was formed in 1997 as a partnership between the Nova Scotia Mi'kmaq, the Province of Nova Scotia and the Government of Canada, to strengthen relationships and resolve issues of mutual concern affecting Mi'kmaq communities.  
Program Budget: \$110,000

## Duties/Responsibilities:

- Participates actively as a member of the Tripartite Forum Steering Committee which focuses on the overall intergovernmental relationship among the Parties;
- Ensures that the Tripartite Forum organizational direction is consistent with the overall mandate approved by the Executive and Officials Committees;
- Through the Steering Committee, provide guidance to the Working Committees that will further discussion and resolution of issues and Forum priorities, and create sub-Committees to deal with issues that may overlap jurisdictions;
- Through the Steering Committee, makes recommendations to the Officials Committee for resolution of those issues which are not advancing within the mandates of the Working Committees;
- Through the Steering Committee, assists the Officials Committee in advancing issues to the Executive Committee for final resolution;
- Identifies issues and concerns within the NSNWA that can be brought to the Tripartite Forum Committees to be discussed, promoted, or resolved within the intergovernmental framework of the Committee structure;
- Coordinates the overall NSNWA participation within the working committee structures;
- Actively seeks input from individuals, groups, Chiefs, and Councils, communities to ensure that issues continue to be brought forward, discussed and progress in a manner that brings about solutions and resolutions;
- Gathers information from contingency, formulates program and policy options to work through Committees.
- Analyzes policy recommendations, assesses impact on NSNWA's goals, and provides alternatives or amendments to align proposed policy to these goals.
- Ensures that consultation that may impact on NSNWA's issues and not discussed within the Tripartite Forum are brought to the attention of the Consultation Process. Seeks endorsement of NSNWA's Executive.
- Promote awareness within the Tripartite Forum of the NSNWA's goals, issues specific to Mi'kmaq women, and advocates on behalf of those affected by these issues.
- Liaises with groups and services outside of the Tripartite providing support and services to Mi'kmaq women and ensures their concerns are heard.
- Researches aboriginal women's issues establishes comparative groups and determines whether issues are specific to aboriginal women, and advances these for consideration to the NSNWA Executive and the tripartite forum.
- Establishes relationships and networks with other organizations interested and focused on women's issues, regionally and nationally.
- Provides regular updates to the NSNWA Executive of Committee activities through regular attendance of Committee meetings;
- Provides support to NSNWA Tripartite representatives. This support ranges from travel, agenda coordination, research, and delivery of reports.
- As Steering Committee representative, attends selected Working Committee meetings to provide summaries and briefings at monthly Steering Committee meetings;
- Participates in the amendment of the Tripartite

Forum Terms of Reference from time to time to reflect the direction given through the Executive and Officials Committees;

- Provides advice and makes recommendations to the NSNWA Executive on the direction that tripartite representatives should be given for Working Committee participation;
- Prepares correspondence on behalf of the Executive Director of the NSNWA regarding the Tripartite Forum;
- As required, undertakes other related duties.

#### Intergovernmental Relations

- Work with NSNWA Board of Directors and members to create and implement a strategic plan.
- Assist with proposal development to fulfil the mandate and priorities of the NSNWA.
- Identify opportunities and strategic partnerships to build capacity locally, provincially, nationally and internationally governance history.
- Attend all NSNWA Board of Director's meetings and maintain master files of all meetings, board related activities, meeting packages, minutes, etc.

#### Program Outcomes:

Tripartite: The purpose is to provide organizational direction and operational support to the Tripartite Forum that will best be representational of the Nova Scotia Native Women's Association as well as beneficial to Mi'kma'ki. The Tripartite goal is to identify barriers and gaps in the existing program that are to benefit the

Mi'kmaq and work together to close those gaps.

Intergovernmental Relations: Ensure connection between work being done with the governance and staff of the NSNWA. Developing a strategic plan to show identified outcomes and actions of each level of NSNWA in reaching common goals that will benefit the organization and work being done.

#### Progress on Outcomes:

Tripartite: This is an ongoing agreement, the NSNWA is represented at each table of the forum to ensure that the Women are represented and included in projects, gaps with the association program delivery are brought forward.

#### Intergovernmental Relations:

A binder for minutes has been created for the 2019-2020 year with actions and motions separated out into a matrix which makes for easy reference.

Strategic planning sessions have stated with the chapters and to date the following communities have been completed: Membertou, Annapolis Valley, Waycobah and Acadia. Eskasoni would need to be rescheduled.

#### Workshops Hosted

Four (4) workshops have been completed over the summer of 2019.

#### Contact Information:

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# Indigenous Skills and Employment Training Strategy Report



## Program Report:

Justine Maloney, Employment and Economic Development Coordinator

Program Name: Indigenous Skills and Employment Training Strategy (ISETS)

Program Mandate: To assist our self-identifying, Indigenous women throughout Nova Scotia in their education and employment goals.

Program Budget: \$158,440.00

## Duties/Responsibilities:

### Employment & Training

#### **Assists aboriginal clients with job preparation and job search activities.**

- Interview clients to obtain employment history, educational background and career goals.
- Identify barriers to employment and assist clients with such matters as job readiness skills, job search strategies, resume writing and preparing for job interviews.
- Maintain a current and up to date case management file.
- Provide career, training and education counselling based on needs assessment and refer clients to the appropriate services.
- Collect labour market information for clients regarding job openings, entry and skill requirements and other occupational information. Identify employment opportunities for clients.
- Maintain strong contracts and liaise with businesses and industries concerning current and upcoming employment opportunities through regular employer visitations.
- Advise job applicants on employment requirements and on terms and conditions of employment.

#### **Facilitate local employment for major industry.**

- Maintain a database of clients interested in employment with industry partners.
- Be familiar with industry employment legal and training requirements.
- Be familiar with employment agreements with industry.
- Provide advice to clients on industry employment requirements.
- Arrange for interviews of clients.
- Arrange for appropriate testing of clients.
- Identify potential employment partnerships. Complete administrative functions to ensure that the employment program is compliant with the ASETS Agreement.

#### **Prepare and monitor the employment training budget.**

- Prepare proposals for funding.
- Maintain confidential records and statistics on local community employment.
- Report to the Executive Director concerning employment records and statistics.
- Input data on a regular basis into the current data management system.
- Submit required reports, uploads/activity reports/success stories/financial on a quarterly basis by posted deadlines.
- Attend career fairs and promote the community for career and job opportunities.
- Provide information for clients to assist them in making informed labour market and career decisions.
- Provide a client employment needs assessment.
- Assist clients in the development of a career action plan.

- Work with clients to identify and overcome barriers to employment.
- Provide financial assistance to eligible clients.
- Provide Employment measures such as life skills; resume writing, job finding clubs, and job search skills, etc.
- Conducts follow-up of client's progress.
- Provide assessment and referrals to other programs and services available to clients both within and outside their community.
- Promote partnership responsibilities with clients, employers, etc.
- Develop and maintain good working relationships with various community groups, unions, local employers, training institutions, etc.
- Attends training sessions as required to remain up to date in programs, policies and guidelines.
- Maintains a close liaison with all Nova Scotia First Nation communities and Service Canada.

- Respond to requests for input/information from the Executive Director in a timely manner.

### **Economic Development**

Developing and maintaining coordinated economic development.

Must use a variety of qualitative and quantitative methods to perform continuous assessment of economic development needs.

- Maintaining an inventory of existing businesses, sector activities and current human resources in the community.
- Ensure that the economic development initiatives and opportunities are communicated to key stakeholders.
- Contribute to the growth of economic sustainability of

### **Program Outcomes:**

#### **Total Number of Clients Served:**

<b>Employability Dimensions</b>		<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Total Year</b>		<b>Total Clients</b>
		<b>April - June</b>	<b>July - Sept</b>	<b>Oct - Dec</b>	<b>Jan - March</b>	<b>EI</b>	<b>CRF</b>	
Career Decision	EI	1	2	1	2	6		12
	CRF	1	2	1	2		6	
Skills Enhancement	EI	1	2	1	1	5		15
	CRF	3	3	3	1			
Job Search	EI	1	1	1	1	4		10
	CRF	1	2	1	1			
Employment Maintenance	EI	1	1	1	1	4		14
	CRF	2	2	1	1			
<b>Quarterly Totals</b>	<b>EI</b>	4	6	4	5	19	32	47
	<b>CRF</b>	7	9	6	6			

### **Partnerships:**

<b>Partner</b>	<b>Type of Partner</b>	<b>Partnership Description</b>	<b>Timeframe</b>	<b># of Clients</b>
MNFC	Education and Training	Funding Partner	Ongoing	10
MEBO	Education and Training	Funding Partner	Ongoing	10
13Community Bands	Education and Training	Funding Partner	Ongoing	13
Native Council	Education and Training	Funding and Resource Partner	Ongoing	5

individuals and businesses by increasing the potential and credibility of the individuals and businesses within the Nova Scotia Native Women's Association.

- Advocating potential partnerships for economic development initiatives on the work plan.
- Prepare proposals for a variety of economic development initiatives for submissions to public and private funding sources.
- Must write project briefs, updates and final reports for all project activities.
- Must demonstrate a non-political approach to communicate and foster relationships with politicians, elders and community members.
- Maintain a sound administrative and organizational systems. Development budgets and cash flow projections.
- Create presentations for public speaking opportunities.
- Develop and track accomplishments related to an ongoing work plan that will guide the work.
- Must ensure that the economic development initiatives and opportunities are communicated to key stakeholders.
- Must report to the Executive Director by providing reports and presentations regarding training, business and economic development activities.
- Recommend plans, objectives and strategic opportunities for future consideration.
- Perform other duties as requested by the Executive Director.

#### Workshops Hosted:

Sisterness and Work Series (partnership with ISETS and SW NS) – Held in four communities, Bear River – 17 participants (included Acadia and Glooscap), Pictou Landing 20 (included Paqtnkek), Waycobah 12

participants (included Wagamatcook) and Eskasoni 20 participants. The NSNWA is hosting a number of these sessions throughout the province to ask aboriginal women how do we work together to increase our economic footprint and develop a self-sustaining profitable work environment. They were asked a series of questions pertaining to their business or services in community. From these questions we developed a customized program addressing their particular needs and tools to help them to succeed. Some of the topics included, pricing, excel spreadsheets, budgets, estimates, marketing, website and one on one consultations with a business professional. Phase 2 of this program is currently underway and will be delivered within the next two months.

Dexters Flagging Training – Partnership with Sipekne'katik Employment and Training we sponsored two trainees in this flagger training.

The Indigenous Skills & Employment Training Program will strive to achieve the following goals and objectives by overcoming risk and challenges to harness opportunities that build on the program's strengths.

Program Goal # 1: To build and strengthen partnerships which includes a closer working relationship with education.

Program Goal # 2: To increase the number of Indigenous women employed in Canada to include a comprehensive, tailored, client-centred set of services to clients is developed and offered across Nova Scotia.

Program Goal #3 Secure funding to support leadership training for Indigenous women. Ensure more client employment retention supports are in place.

#### Upcoming Projects; End of Life Doula Course

##### Contact Information:

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# Jane Paul Indigenous Women's Resource Centre



The Jane Paul Indigenous Women's Resource Centre in Sydney is a not for profit organization that provides vulnerable indigenous women and their families support services, referrals, access to traditional practices, focusing on addressing poverty, racism, social isolation, past trauma, sexual based discrimination and other inequalities.

The centre is run by a wonderfully, dedicated group of volunteers, Bernadette Marshall, Margaret Tuplin, Tayla Fern Paul and Andrea Stevens. The Centre was able to employ a coordinator from November 2018 to March 2019 and implemented the following programs:

- Paint Therapy Sessions
- Cultural Workshops including the seven sacred teachings, beadwork and beaded Christmas Balls
- The annual Christmas feast and party with a full turkey dinner. Special thanks to South Shore Nova Scotia Native Women, Union of Nova Scotia Indians, Eskasoni Gaming, and senator Dan Christmas who donated food and gifts
- Rosie Basque, Slick's Salon, provided an evening of pampering
- TV and Netflix on site for the ladies to use when the drop in
- A clothes donation room
- Home cooked meals
- Tiana Fusco, Mental Health and Wellness
- Heather Gouthro, Cape Breton Transition House, provided Healthy Relationship Sessions.

All of the sessions have proven to be of great benefit to the women. Many of the sessions allowed the women to use their own creativity as a means to begin the process of healing, exploring emotions, reducing anxiety, increasing self-esteem and achieving personal insights. Home cooked meals gave the women the energy and nutrition to face each day with one less worry.

Throughout the year volunteers were able to identify continued challenges in running programs and services:

- Power outlets short circuiting when providing programming or running appliances
- Drug and Alcohol usage on site
- Opening hours not meeting client needs
- Clients do not want to leave because they have no place to go.

**\*\*It is with great sadness that we must report that the centre was closed on May 9, 2019, due to lack of operational funding to provide safe and effective services for the women. The Nova Scotia Native Women's Association is currently seeking operational funding to reopen the centre. They are also working on operational policies and procedures to ensure the safe and smooth environment for staff, volunteers and clients.**

# SVPP Program Report



Karen Bernard, Sexualized Violence Prevention Program Coordinator

## **Program Name: SVPP**

### **Program Mandate:**

To mobilize and build stronger community responses to support victims/survivors of sexual violence and to encourage citizens of all ages to take a role in preventing and responding to sexual violence, in a trauma and culturally appropriate way.

### **Program Budget:**

DCS Funding \$44,444.00

### **Duties/Responsibilities:**

- The Sexualized Violence Prevention Coordinator will work collaboratively with Nova Scotia Mi'kmaq communities, organizations, services and partners to create and implement a Nova Scotia L'nu Sexualized Violence Prevention Strategy, Nova Scotia Human Trafficking Prevention and Support Strategy.
- Create and conduct workshops and training sessions identified by the program steering committee. Assist NSNWA local chapter leaders in mobilizing their respective communities to be more effective in addressing sexualized violence and support victims/survivors.
- Work with vulnerable at-risk populations in NS to prevent sexualized violence.

### **Program Outcomes:**

- Citizens are more knowledgeable, skilled, connected and engaged on the issue of sexual violence
- Communities have a better understanding of sexual-violence related trauma
- Increased public awareness of available services, supports, resources and tools for preventing and responding to sexual violence
- Increased public awareness of sexual violence and its impact, including dispelling myths and stereotypes
- Improved ability of community members and service providers to respond to disclosures in a trauma-informed and culturally appropriate way

### **Progress on Outcomes:**

- The program has yet to expand to all communities on the issue of sexual violence.
- A few communities are starting to gain a better understanding of sexual-violence related trauma.
- There is still lots of work to do as we try to increase funding capacity in order to continue with the program outcomes.

### **Workshops Hosted:**

- Sexualized Violence Prevention Program: the intent of this workshop is to create awareness at the community level of the new role of the SVPPC regarding duties and included in that presentation was educational knowledge of sexualized violence. Presentation was delivered to 20 participants with 3 of the outcomes being met. Citizens are more knowledgeable, skilled, connected and engaged on the issue of sexual violence. Communities have a better understanding of sexual-violence related trauma. Increased public awareness of sexual violence and its impact, including dispelling myths and stereotypes
- Sexualized Violence Prevention Program: to our approximately 35 key partners for our proposed Unamaki SVPP Strategy Engagement Meeting. What our hopes are for this meeting is to start the discussions of creating a Sexualized Violence Prevention Program steering committee and who may be the best fit to assist in guiding us along this journey. What our hopes are for this meeting is to start the discussions of creating a Sexualized Violence Prevention Program steering committee and who may be the best fit to assist. Outcome met is the improved ability of community members and service providers to respond to disclosures in a trauma-informed and culturally appropriate way.
- Sexualized Violence Prevention Presentation: this presentation was delivered to a women's support group and the workshop delivered education about women/girls on the streets and the decisions they must make in order to survive in the game. Also important was reasons why they cannot just leave the game willingly. We had 7 participants attend this presentation. All 5 outcomes were reached successfully.

- Commercial Exploitation Presentation: This workshop will be presented at our very first Men and Boys gathering to create awareness and understanding about the sexual violence that occurs to women and children in our indigenous communities. We have 25 participants attending with outcomes whereas Citizens are more knowledgeable, skilled, connected and engaged on the issue of sexual violence. Increased public awareness of sexual violence and its impact, including dispelling myths and stereotypes

Contact Information:

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Photo with Lorraine, Karen and Judge Amy Sakalauskas.



# Staff Biographies



Karen Pictou is the Executive Director of the Nova Scotia Native Women's Association. Karen is a Millbrook band member who grew up in Halifax as a part of Nova Scotia's Urban Indigenous Community. She is proud of her culture and believes that diversity affects all of us, throughout her career she has strived to ensure Indigenous voices are being listened to and not just heard. Over the span of her career, Karen has worked for the Mi'kmaq 7 Generation's Society, Atlantic Policy Congress, and the Mi'kmaq Employment/Training Secretariat, she is proud to have been a part of their successes. Her career has afforded her many successes, specifically while working for the Mi'kmaq Employment/Training Secretariat, towards sustainable more effective employment for Indigenous Communities of Nova Scotia and their members, within this position she was a part of many committees and boards to speak on behalf of Mi'kma'ki. Karen just recently stepped down from the Board of Directors for the Nova Scotia Apprenticeship Agency, so she would be able to devote her full attention to the needs of the women.

In her spare time, Karen enjoys camping with her family, enjoying her grandsons and spending time with her fiancée, often fishing. Since Karen has become the ED of NSNWA she has recognized that one's work can be their passion, she is a strong advocate and believes that patriarchy is the core root of traditional Indigenous ways and culture. She understands the importance of healthy women for healthy communities and she encourages all to be a part of the change we want to see, whether that is within ourselves, within our communities or within our organizations.



Denise Moore is a member of the Membertou First Nation. Denise has a bachelor's degree in Psychology/Sociology from UPEI and a bachelor degree in Social Work and a masters degree in Social Work, both from Dalhousie University.

Denise has worked for 28 years with the Province of NS for the Human Rights Commission, Advisory Council on the Status of Women and the Office of Aboriginal Affairs. Denise's focus has been on assisting Indigenous women and their families, addressing family violence, increasing participation of Indigenous women in trades and technology.

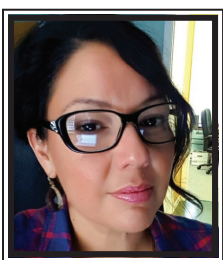
In her spare time Denise enjoys beach combing, collecting sea glass, hiking, snowshoeing and gardening.



Karen Bernard reigns originally from Wekoqmaq First Nation but now resides in Eskasoni First Nation. She's a very proud Mi'kmaq woman and a descendant of the Indian Residential School. She is the daughter of the late Mi'kmaw Oka warrior Lawrence (Lunch) Bernard and Shubenacadie residential school survivor Lena Bernard. Sister to five siblings, Lloyd, Laura, Cyrus, Leonard and Linda. Karen is the mother to two beautiful daughters, who she is proud of everyday.

Karen is the Sexualized Violence Prevention Program Coordinator. She's worked on the front line within Unamaki for various First Nation organizations for more than 20 years dealing with all social issues from poverty, family violence, suicide, missing and murdered women, justice, aboriginal victims, addictions, residential school, and many more. Karen is a true advocate in caring for her people. Karen is a very humble individual who often forgets how much she does for others or communities.

Karen also sat as a council member to the Nova Scotia Advisory Council for the Status of Women from 2017 to 2019. She enjoys cooking, cleaning, walking along the beach or shore lines and loves nature.



Justine Maloney is the daughter of Stephen and Linda Maloney of Millbrook First Nation. Justine's father a previous long-time employee for Aliant and her mother a long-time business owner in downtown Truro area. Justine is the mother of three wonderful girls; and as a bonus, one granddaughter.

For the past five years Justine has worked for the Nova Scotia Native Women's Association as the Employment and Economic Development Coordinator and currently enrolled at Dalhousie University in the Career Development Practitioner program. This position allows Justine to assist her Indigenous sisters throughout the province with various skills, education/training opportunities, funding, self-employment benefits and partnerships in many areas of employment. Justine is passionate about her job and loves the work the NSNWA stands for. Justine is excited to be a part of The Lotus Centre board of directors and looks forward to working with her sisters to build something beautiful.



Dawn McDonald joined the NSNWA team in October 2018. She grew up in Sipekne'katik and graduated from East Hants Rural High. She pursued an accounting diploma from the Eastern School of Business and Computerized Office Management from Kijipuktuk Community College. During this time, she worked with the Mi'kmaq Heritage Gallery and picked up courses from St. Mary's in Philosophy and English and MSVU in Microeconomics.

She has 10 years experience working with the Sipekne'katik Education Department, starting off as the Post-Secondary Councillor/Executive Assistant before moving on to Education Director. Her time with Sipekne'katik prepared her for her journey to The Confederacy of Mainland Mi'kmaq where she was the Nova Scotia Aboriginal Labour Market Strategy Coordinator for six years then the Mi'kmaq Project for Innovation and Collaboration Manager for four years, working with communities on innovative ways of creating economic benefit and increasing workforce participation. After her time with The Confederacy of Mainland Mi'kmaq she spent two years as the Human Recourse Manager with Sipekne'katik.

Dawn's role with the NSNWA utilizes the skills and experience that she has gained over the years, working with communities and all levels of government both internally and externally across the province. She is a strong believer in lifelong learning and has gained professional development certificates in fields of Human Resource, Community Development, Proposal Writing, Project Management, Negotiations, Networking and promotions to name a few. All of which has built her skill sets and experiences to allow her to do the best she can with the work she does.

In her spare time, she enjoys spending time with family and her dog Chaos, exploring new places throughout the province and cooking.



Ellen Marshall has over 20 years' experience in event planning and management. She has been the lead contact/manager on all events that she has handled in the past 20 years. Organizing and planning such events and conferences for and with Aboriginal agencies and people, she has the understanding and knowledge of what a large event like this requires. Ellen has coordinated events like the Dutch Mason Blues Festival, NS Mi'kmaq Summer Games, First Nations Health Conference, Atlantic First Nations Environmental Network Conference (four conferences under the same name), Atlantic Aboriginal Contaminants Conference, to name a few. Ellen's expertise in coordinating, planning, organizing events and logistics is unparalleled.

Ellen is the Event Manager/Public Relations Officer for the NSNWA and has already organized several events, such as the FILU Family Healing Gathering, Men's Healing Gathering and AGM.

Ellen is a member of the Millbrook First Nation and lives in Truro. She is the chair of the Colchester Adult Learning Association board of directors and is also a board member of the Rath Eastlink Community Centre. She volunteers in her community for many events and has a small catering business. Ellen has one son, Charlie, who lives in Halifax and works for APC as a fisheries policy analyst and two dogs, Rusty and Pearl.



Marie Sack has worked in the mental health field for the last 30 years. Marie is a certified First Nations Addictions Counsellor through Dalhousie University, a Certified Grief Counsellor from Canadian Grief Institute, Victim Support Services Coordinator in Nunavut and worked as the mental health crisis counsellor for Sipekne'katik for six years. Marie worked as an RHSW for Residential School Survivors for PEI and mainland NS, was an addictions counsellor for NADACA, an addictions program officer in Yellowknife, was a family support worker for Mi'kmaq Family Children Services and worked with the Mi'kmaq Legal Support Network working with young offenders. And currently with NSNWA as the FILU Coordinator.

Marie was awarded the Freda Ford Award in 2010 for working with Families of Suicide a national award from the Canadian Mental Health Association and the Canadian Suicide Prevention Association. Marie was also awarded the Honoring Our People Award from the Atlantic Policy Congress of First Nations Chiefs and recently won the Grand Chief Marshall Elder Award.

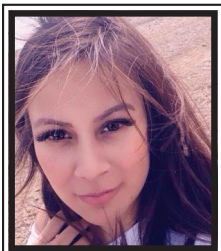
In her spare time, Marie loves to do crafts and enjoys hunting. Marie is from Sipekne'katik but lives in Stewiacke for the last 15 years. Marie volunteered for the Canadian Red Cross for many years and helped with the Kosovo Refugees and flight 111 Disaster.



Carley is a Millbrook band member that was born and raised within her First Nation community. She was always passionate to complete her education and give back to her community.

Carley has attended Saint Mary's University to obtain a bachelor's degree in Sociology with a Minor in Religious Studies and continued her education via NSCC with Interdisciplinary Studies with a focus in Non-Profit Management and Dalhousie University with two certificates in Career Development Services. Carley was the Native Employment Officer for the Millbrook First Nation for six years, the Native Employment Office Coordinator for four years, and receptionist for the Millbrook Band Administration for one year.

Carley has been playing competitive volleyball for 21 years, has won two NSSAF Tier 1 Championships and multiple Club Championships, she was also avid in Track & Field and won three Provincial titles in the 80 m hurdles and set a regional record for the fastest 80m hurdles sprint on a dirt track in 1998. Carley is currently the volleyball coach for the NSMSG Millbrook Female volleyball teams, NAIG U19 Girls Volleyball Team and the U15 Truro Cougars Assistant Coach, who are the 2019 Provincial champions.



Tanya Pine was born in Toronto, from the Serpent River First Nation. Her family moved to Nova Scotia in 1994 and she grew up in Economy, NS. Tanya graduated from the Nova Scotia Community College with Honours in Office Administration and a course in Sage Accounting. Tanya previously worked at Truro Nissan and Volkswagon and the Department of Agriculture. Tanya did her work term with the Nova Scotia Women's Association and is now the bookkeeper.

Tanya is the proud mom of four kids, Cece, Bella, Deacon and Brady. In her spare time, Tanya likes to read and hang out with her kids.



Wanda Paul is the administrative assistant for Nova Scotia Native Women's Association since 2013. She has been an Office Administrator since she graduated from MacTech Distance Education 1996 and was employed by Atlantic Policy Congress of First Nations Chiefs. Since then, she has strived to improve her skills by taking different programs associated with office administration. She has achieved a level of professionalism by attending workshops and seminars along with some courses with the province such as Workplace Education Certification on Sage Accounting and Cloud Technologies.

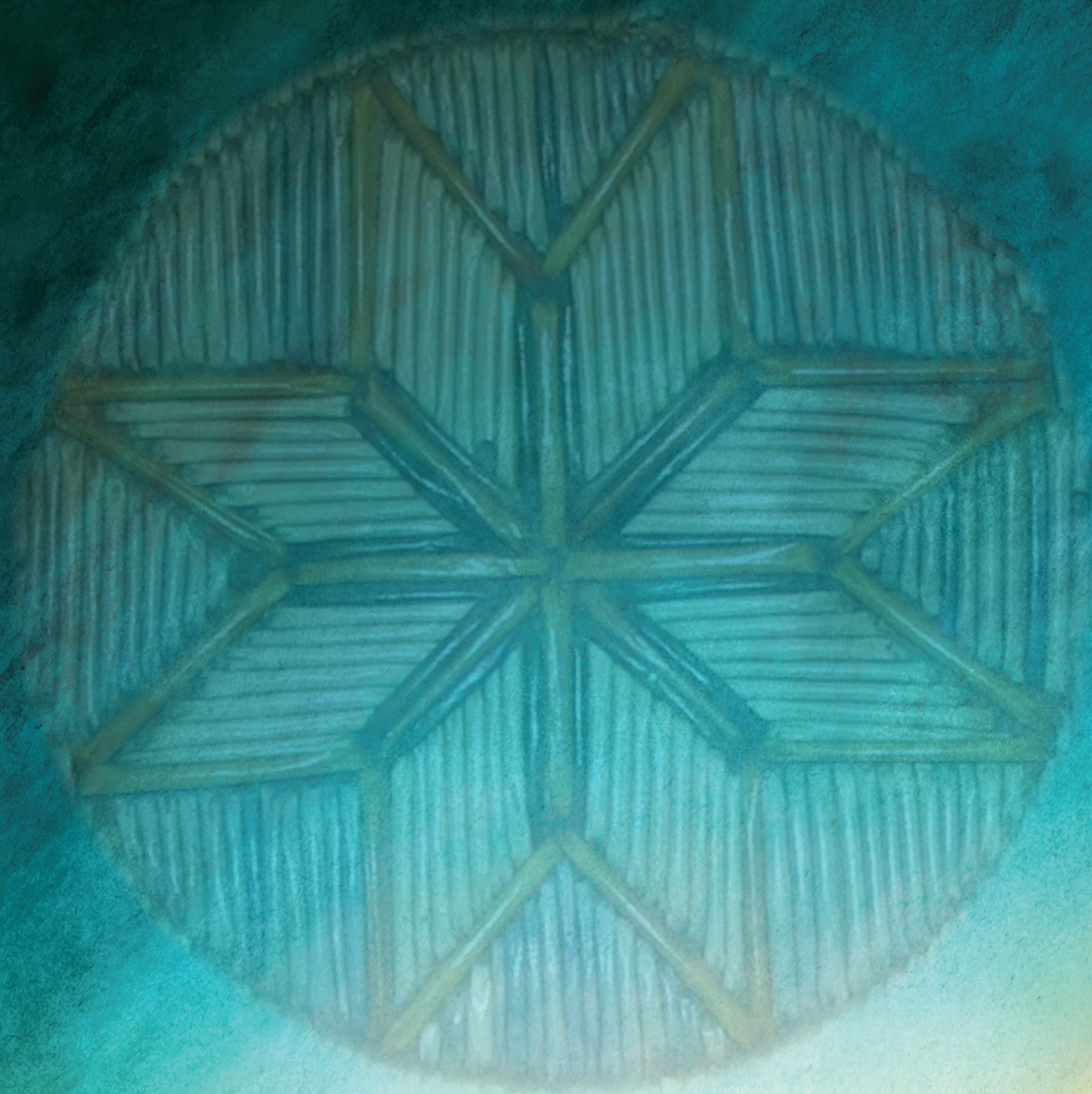
Mary Jane Abram is Legal Advisor with the Nova Scotia Native Women's Association. In this role, Mary Jane provides legal advice and services to the organization and its employees. A big believer in the protection and advancement of the Human Rights of Indigenous Women and Girls, Mary Jane is leading the work NSNWA is undertaking on the forced sterilization of Indigenous Women.

Mary Jane was called to the Nova Scotia Bar in 2004, and she also holds MBA from St. Mary's University and a B.A. from the University of New Brunswick with a focus on Women's studies. Mary Jane articulated with the law firm formerly known as Patterson Palmer Hunt and Murphy. Her first job was legal advisor with The Confederacy of Mainland Mi'kmaq, where she worked for the last 15 years.

Mary Jane grew up in Halifax and is a member of the Millbrook First Nation, where she moved when she was 15 years old. Mary Jane enjoys photography, gardening and movies.







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