



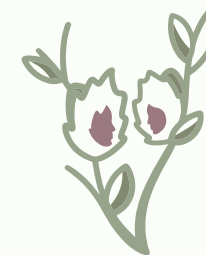
**Inuusivut
Annirnaqtut**



**Action Plan
2024–2029**



Photo Credit: Peter Prokosch

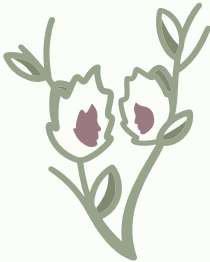


“This design is based on a uqpiit (willow) branch with the buds just starting to grow. The willow puffs are in the shape of the parka hood with nuilak/fur and subtle faces drawn in, reflecting the theme of togetherness. I went for a walk a few days ago and was inspired as I walked by some willow branches emerging from the snow. They endure the cold, some get driven over year-round but they still stand and grow successfully. They are a home to small animals like birds and bugs and food to musk-ox, tuktu, and even siksik. The animals survive off the plant and we survive off the animals, creating a holistic ecosystem of connections within our environment. They are a symbol of strength and also of growth and renewal through the seasons. Times will be tough, but seasons change and things will be beautiful too. The buds are young growths on the plant, representing the youth and how they are a part of and contribute to continual life (the plant). Uqpiit are an important part of Inuit life as they are used as firewood, material for tools, shelter from the wind, and can even be eaten by people. Sometimes we may feel small and not worthy, just like we can overlook the uqpiit and its importance, but even though it’s small and unassuming, it provides so much for animals and Inuit alike. They are needed and they have worth, just like we all do. And if it disappeared, we would notice it missing from our lives.”

~ Nooks Lindell

Special thanks to Inuk designer Nooks Lindell of Hinaani Design for creating the Uqpiit Logo and providing this beautiful description.

Inuusivut
Annirnaqtut



Action Plan
2024–2029

A Partnership Between

THE GOVERNMENT OF NUNAVUT
www.gov.nu.ca

NUNAVUT TUNNGAVIK
INCORPORATED
www.tungavik.com

ISAKSIMAGIT INUUSIRMI
KATUJJIQAATIGIIT - EMBRACE
LIFE COUNCIL
www.inuusiq.com

ROYAL CANADIAN MOUNTED
POLICE, V DIVISION
www.rcmp-grc.gc.ca



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Getting Help

If you or someone you know is in crisis, call the RCMP, or go to your local health centre or hospital immediately.

If you or someone you know is struggling, always remember that you are not alone. It is okay to ask for help. Please reach out: this can be to a family member, friend, or the mental health support at your local health centre, hospital or Iqaluit Mental Health and Addictions. For confidential support, you can also contact:

COUNSELLING

Healing by Talking Program offers virtual, long-term counselling services to Inuit across the territory. Visit your local Health Centre for more information, or email healing@gov.nu.ca, or call toll-free at 1-888-648-0070 or 867-975-5367.

GN Employee/Family Assistance Program assists GN employees and their families to maintain and/or improve their overall well-being. Services are offered to employees, their partners, and their dependants. Available 24/7 in Inuktitut and Inuinnaqtun with interpreter at 1-800-663-1142.

Umingmak Child and Youth Advocacy Centre assists young Nunavummiut following disclosures of maltreatment with ongoing advocacy, programming and additional supports for their families. You can call them at 867-975-3255.

Government of Canada Employee Assistance Services: Employee Assistance Program (EAP) assists individuals and their immediate family members 24/7 during periods of distress or when in need of mental health support. By phone: 1-800-268-7708 or 1-800-567-5803 (digital service for individuals who are deaf or hard of hearing).

HELP LINES AND ONLINE CHAT

The Nunavut Kamatsiaqtut Help Line (available 24/7) at 867-979-3333 or 1-800-265-3333. Provides anonymous and confidential telephone counselling and crisis support to Nunavummiut. Support service also available in Inuktitut during the hours of 6-8PM.

Suicide Crisis Helpline (available 24/7) for anyone who is experiencing thoughts of suicide, or worried about someone else. Call or text 9-8-8.

Talk Suicide Canada (available 24/7) for anyone who is experiencing thoughts of suicide. Call 1-833-456-4566 (24/7) or text 45645 (4pm to midnight ET).

Youthspace.ca at 1-833-456-4566 or by text at 778-783-0177 (6pm to midnight PST) Online chat is available at youthspace.ca (6pm to midnight PST). Email counselling is available by calling toll free at 1-866-478-8357 or through the website at youthspace.ca/youthspace-resources/ecounselling (responses take 3-5 business days).

Kids Help Phone at 1-800-668-6868 or text 'CONNECT' to 686868 to message with a crisis responder (available 24/7) offers confidential, free e-mental health services to young people in Canada. Live chat is available with a professional counsellor at kidshelpphone.ca/live-chat-counselling/ (7pm to midnight ET).

Hope for Wellness Help Line offers immediate help to all Indigenous peoples across Canada at 1-855-242-3310 (24/7). Telephone support is also available upon request in Inuktitut but is not available 24/7, so you may need to call in to find out the next time that an Inuktitut language-speaker will be available. Online chat at hopeforwellness.ca (24/7).

The National Indian Residential Schools Crisis Line (available 24/7) supports former students of Residential Schools and their family members at 1-866-925-4419.

WEBSITE FOR TIPS

Isaksimagit Inuusirmi Katujjiqaatigiit Embrace Life Council at inuusiq.com for more information, support and tips. Most of the organizations listed above have websites that provide tips and information on topics such as grief, suicide, suicidal ideation, and mental health.

Inuit Tapiriit Kanatami (ITK) at itk.ca for evidence-based Inuit specific approaches to suicide prevention.



Introduction



About Inuusivut Annirnaqtut 2024–2029

Inuusivut Annirnaqtut 2024–2029 is Nunavut’s fourth Suicide Prevention Action Plan. It sets out evidence informed actions supported by the Nunavut Suicide Prevention Strategy (NSPS) Partners to achieve its vision of a Nunavut where suicide is de-normalized, and where the rate of suicide is the same as the rate for Canada as a whole—or lower (ITK, 2016).

THE PARTNERS

Inuusivut Annirnaqtut represents the collaborative work of the Government of Nunavut (GN), Nunavut Tunngavik Incorporated (NTI), the Department of Health’s Inuusivut, Mental Health and Addictions (IMHA) division at the Government of Nunavut (GN), the Royal Canadian Mounted Police (RCMP) “V” Division and the Isaksimagit Inuusirmi Katujjiqaatigiit - Embrace Life Council (IIKELC) - (the ‘Partners’) and is the result of the work of many. The Partners are very grateful to everyone who has participated in its development and to all the individuals who participated in the previous plan and reported the status of their work and progress.

As part of the ongoing collaboration, the Partners will monitor the progress of the work, including gathering, tracking, and reporting on progress and will engage

Regional Inuit Associations, Inuit Wellness Organizations, hamlets, not-for-profits, and community groups.

Note: The Quality of Life Secretariat has been converted to the Inuusivut program which oversees both suicide prevention and Mental Health and Addictions services.

OUR PROCESS

The Partners began developing this plan in May 2022, recognizing the need for comprehensive prevention, intervention, and postvention. This Plan is the result of extensive consultation, discussion, and learning from [Inuusivut Anninaqtuq 2017–2022](#).

Some deliverables that were not implemented from the last Action Plan, and remain a priority in this Action Plan are:

- Reduce health risks and trauma for survivors by contracting bioremediation services after traumatic incidents.
- Increase means restrictions by distributing and supporting installation of safe household and public places hardware.
- Develop and implement a multi-faceted, Nunavut-specific bullying and violence prevention campaign (targeting each age group and promoting self-acceptance and diversity in culture, language, gender identity, sexual orientation, racism and lateral violence).
- Establish a Nunavut Youth Council to strengthen youth leadership, represent the





interests of Inuit youth, provide advice on all issues related to Inuit youth in Nunavut and provide input into the development of new initiatives for youth.

- Strengthen support for child sexual abuse (CSA) prevention. While some work was done by the Department of Family Services (DFS) on mandatory learning to support the *Family Services Act*, transformative systemic change is needed in order to address the ongoing CSA crisis in NU.
- Modify the approach to reporting and the assessment of action items to ensure monitoring occurs as planned.
- Work more closely with Partners to ensure action item alignment.

The collective NSPS Partners completed a significant number of activities outlined in *Inuusivut Anninaqtuq 2017-2022*. Some of the highlights of these achievements are as follows:

- NTI, GN Departments and various advisors including the Wellness Organizations made significant progress on the Addictions and Trauma Treatment System, namely

finalization of the work plan for the Nunavut Addictions and Trauma Treatment Recovery Centre (Aqqusariaq); such as determining location and beginning the construction of Aqqusariaq, conducting research on culturally appropriate substance use health programming to inform the development of the model of care, and the expansion of On-the-Land Addictions Treatment programs across the territory.

- The Department of Health's (Health) IMHA division established the Senior Advisor, Angutiit position, a dedicated position for Men's wellness. The Atii Angutiit program was developed under this position and was able to launch in several communities across Nunavut. Community visits and program launch are planned to continue.
- NTI established a dedicated position for suicide prevention.
- The new *Nunavut Mental Health Act* received Assent in 2021 with commitments to develop a new Mental Health and Addictions Strategy and includes provisions on suicide prevention and postvention.

- Health, NTI, and Nunavut Arctic College (NAC) worked together to offer a social degree program that allows any NAC candidate with the Mental Health Wellness credential to qualify and enroll directly in the social degree program.
- IIKELC developed Healing Support Group Facilitator Training and a facilitator guide that focuses on healing, grief, and loss, and piloted grief support groups in several Nunavut Communities.
- IIKELC developed and distributed a specialized toolkit, *The Helpful Information for Families After a Suicide* handbook to support adults and children in families that experience suicide.
- IMHA organized specialized trauma training through the Radius Training Institute's trauma-informed practice training in November 2021.
- The GN Departments of Health and Human Resources (HR) and various federal and private organizations funded Applied Suicide Intervention Skills Training (ASIST), Mental Health First Aid, SafeTALK!, cultural competency, and trauma-informed practices training. The training was offered through multiple GN departments and organizations.
- IMHA implemented a pilot of a Nunavut Mental Health Surveillance System in partnership with a number of Kitikmeot communities to improve data collection and follow-up rates with mental health services amongst individuals experiencing self-harm and suicide attempt. This system will be implemented in other communities.

📄 [Full 2023 Report](https://assembly.nu.ca) (assembly.nu.ca)

We gathered feedback and input, reviewed our previous results, and consulted with

various contributors to ensure this Action Plan reflects the collective voice and feedback of Nunavummiut. Our Action Plan continues to span over a five-year period to allow the Partners and supporting organizations the time needed to work on projects that require longer time frames.

The Action Plan is guided by and linked to the work that is undertaken at the national level, through the implementation of the National Inuit Suicide Prevention Strategy (NISPS) and the NISPS Working Group, of which NTI is a member.

The activities in this plan align with the Government of Nunavut's (GN's) journey of transformational change identified in *Katujjiluta - Sixth Assembly Mandate 2022* that identifies **Enabling health and healing** as one of its key priorities. Two key targeted strategic outcomes are **1.** better health and mental health outcomes over time and **2.** reinvest in suicide prevention and postvention programs with our Partners, with an emphasis on those that address root causes such as child sexual abuse, trauma, bullying, and discrimination.



Our Shared Understanding and Commitments

OUR VISION

The Partners continue to focus and align action items in this Action Plan based on the vision described in the Nunavut Suicide Prevention Strategy (NSPS). The NSPS focuses on reducing and de-normalizing suicides in Nunavut and supporting children and youth so they can grow up in a Nunavut that is safer and more nurturing.

Our vision further includes nurturing an environment for people to live healthy, fulfilling lives with families, communities, government, and other organizations working together to provide support for people who need help.

Suicide prevention is a shared responsibility that requires the collective commitment of all members of society, in that everyone can contribute by fostering a compassionate and supportive environment. The emphasis of collaboration is essential as articulated through the Social Determinants of Inuit Health. By promoting open conversations about mental health, offering empathy and

validation, and educating ourselves and others about warning signs and available resources, we can make a positive impact in all our communities.

Creating a caring and connected community is crucial. Small acts of kindness, such as reaching out to someone in distress or checking in on a friend, can make a significant difference. We recognize the proactive participation of government and non-governmental organizations as key in improving gaps in social determinants of health to ensure that the basic needs of Nunavummiut are met. Collaboration between mental health professionals, governments, communities, families, and individuals is essential to implement evidence-informed strategies, improve access to mental health services, and advocate for mental well-being. Together, we can prevent suicide, nurture resilience, and create a future of hope for everyone.

OUR EIGHT COMMITMENTS

The 2010 NSPS was developed in response to a longstanding demand for a coordinated approach to prevent suicide and build a healthier Nunavut to reduce Nunavut's suicide rate.

The Partners recommended a Strategy that was centred around incorporating a full range of mental health services and supports, evidence-based interventions that have been shown in other jurisdictions to successfully decrease the rate of suicide, and community-development activities that promote individual and community mental wellness, build self-esteem and confidence, and give participants new skills to live healthier lives.

The 2024–2029 Actions target suicide prevention, intervention, and postvention, and align with the 2010 NSPS and the eight commitments identified in it to support suicide prevention. These commitments informed the development of this Action Plan. Each Action item is presented with a reference back to the eight commitments to demonstrate the continuity and connection to the work completed during the previous plan and the work planned over the next five years.

THE 2010 NSPS COMMITMENTS

- 1 We will take a **focused and active approach**
- 2 We will strengthen **mental health services**
- 3 We will support **youth resilience**
- 4 We will deliver **intervention training**
- 5 We will support **research, monitoring and evaluation**
- 6 We will **communicate openly with Nunavummiut** about prevention and our progress
- 7 We will support **early childhood development**
- 8 We will support **community-led action**

Suicide Risk and Protective Factors for Inuit in Canada

Risk Factors



HISTORICAL TRAUMA
Impacts of colonialism, residential schools, relocations, dog slaughter



COMMUNITY DISTRESS
Social inequities including crowded housing, food insecurity, lack of access to services



WOUNDED FAMILY
Intergenerational trauma, family violence, family history of suicide



TRAUMATIC STRESS AND EARLY ADVERSITY
Experiencing acute or toxic stress in the womb, witnessing or experiencing physical or sexual abuse



MENTAL DISTRESS
Depression, substance misuse, mental health disorder, self-harm



ACUTE STRESS OF LOSS
Recent loss, intoxication, access to means, hopelessness, isolation

Protective Factors

CULTURAL CONTINUITY
Strongly grounded in Inuit language, culture and history



SOCIAL EQUITY
Adequate economic, educational, health and other resources support and foster resilience



FAMILY STRENGTH
Safe, supportive and nurturing homes



HEALTHY DEVELOPMENT
Providing children with safe environments that nurture social and emotional development



MENTAL WELLNESS
Access to Inuit specific mental health services and supports



COPING WITH ACUTE STRESS
Ability to regulate and cope with distress, access to social supports and resources



NATIONAL INUIT SUICIDE PREVENTION STRATEGY

Inuit Tapiriit Kanatami (ITK) released the National Inuit Suicide Prevention Strategy (NISPS) in July 2016. The NISPS identifies the high rates of suicide in Inuit Nunangat as a symptom of the social and economic inequities between Inuit and most other regions of Canada, caused by colonization and transition off the land into permanent settlements.

The NISPS identifies six priority areas to prevent suicide among Inuit

The NISPS identifies six priority areas to prevent suicide among Inuit. These include (1) creating social equity, (2) creating cultural continuity, (3) nurturing healthy Inuit children from birth, (4) ensuring access to a continuum of mental wellness services for Inuit, (5) healing unresolved trauma and grief, and (6) mobilizing Inuit knowledge for resilience and suicide prevention. Nunavut's Action Plan aligns with the NISPS priorities.

SIX PRIORITY AREAS TO PREVENT SUICIDE AMONG INUIT

- 1 Create **Social Equity**
- 2 Create **Cultural Continuity**
- 3 Nurture **Healthy Inuit Children** from Birth
- 4 Ensure Access to a **Continuum of Mental Wellness Services** for Inuit
- 5 **Heal Unresolved Trauma** and Grief
- 6 **Mobilize Inuit Knowledge** for Resilience and Suicide Prevention

ITK, NISPS (2016)

Social Equity and Primary Prevention

The Action items identified in this Action Plan are linked to addressing and improving various aspects of the Social Determinants of Inuit Health. In addition to alignment with the World Health Organization¹, this plan reflects the NISPS perspective of social equity as a necessity in suicide prevention.

To effectively reduce the risk of suicide in Nunavut, it is imperative that we take substantial measures to address the social determinants of Inuit health.

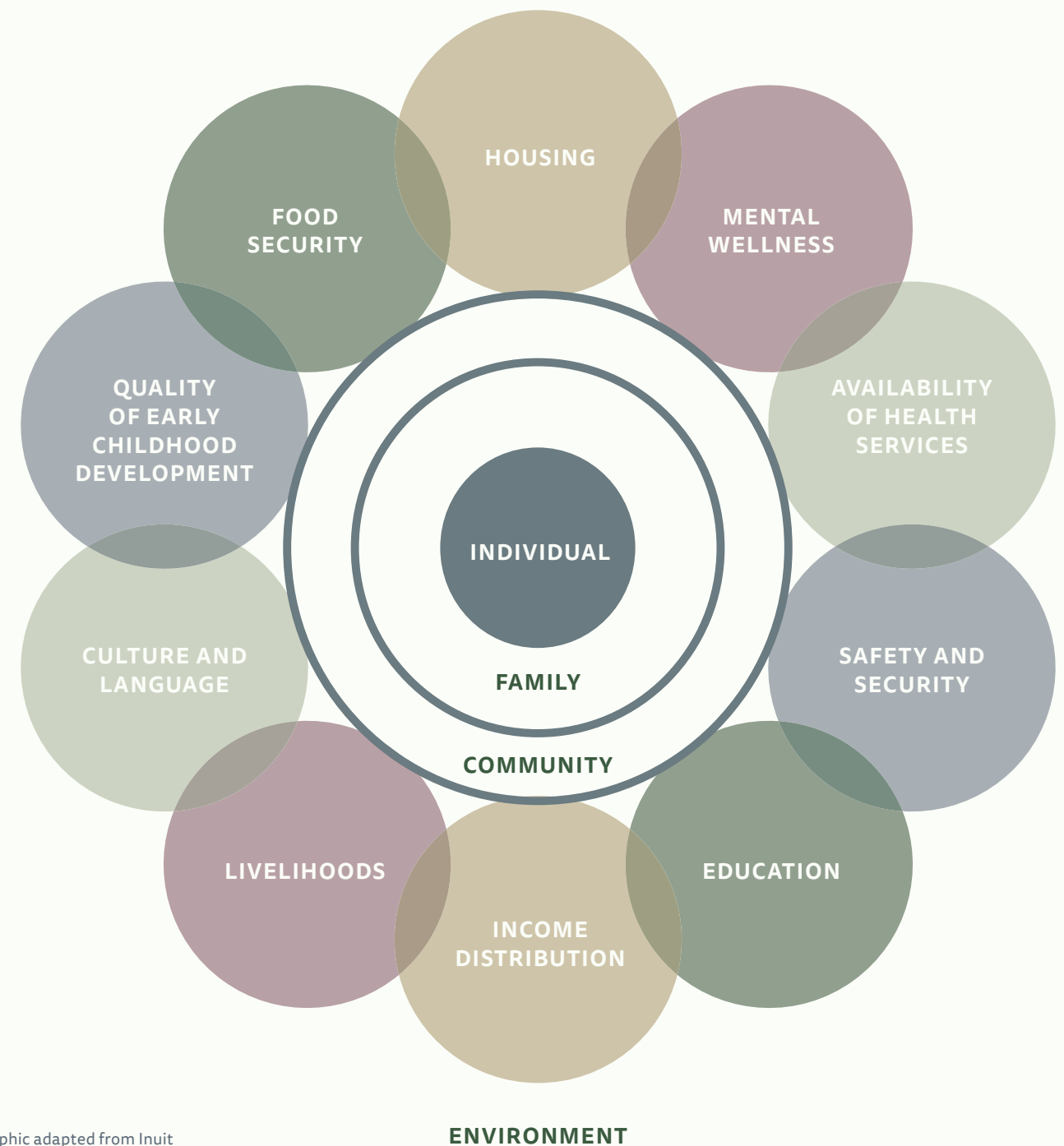
The National Inuit Committee on Health, which reports to the ITK Board of Directors, has identified eleven key factors, known as the Social Determinants of Inuit health. To achieve social equity, the following factors must be addressed: quality of early childhood development, preservation of culture and language, livelihood opportunities, fair income distribution, adequate housing, safety and security, education, food security, access to healthcare services, mental well-being, and a sustainable environment. To effectively

reduce the risk of suicide in Nunavut, it is imperative that we take substantial measures to address the social determinants of Inuit health. By ensuring that everyone's basic needs are met and by fostering individual and collective well-being, we can make significant progress. The social determinants of health for Inuit are intricately shaped by colonialism and racism, emphasizing the importance of a comprehensive and sensitive approach. Continued work in trauma-informed care remains a priority to ensure the activities in this Action Plan take into account that traumatic experiences have impacted an individual's overall mental health.

The *Innusivut Annirnaqtuq 2024-2029 Suicide Prevention Action Plan*, is specifically focused on the social determinants of health related to housing, poverty, food security, and crime. Work will continue to address these, as well as other factors to enhance the lives of individuals, families, and communities.

¹ World Health Organization. (2018). [Preventing suicide: a community engagement toolkit](#). World Health Organization. License: CC BY-NC-SA 3.0 IGO

Social Determinants of Inuit Health



Infographic adapted from Inuit Tapiriit Kanatami (ITK), 2018

United for Life Summit

The [United for Life Summit](#) was held in October 2022 in Cambridge Bay². This Summit and previous gatherings are held to reflect recommendations of the 2015 coroner's inquest into suicide in Nunavut that called for increased engagement and collaboration into suicide prevention. The 2022 event, titled *Inuuqatigiikpugut - We Are A Community*, was organized by the Partners with support from community organizations and members from Cambridge Bay to learn, share, and gather ideas to support suicide prevention and intervention.

The Summit provided a forum for the Partners to share information with delegates and receive feedback from community representatives on our work and suicide prevention efforts. It was further intended as a safe space to come together, reflect, share ideas, best practices, and build new relationships.

Delegates were invited from across Nunavut, including youth, to gather feedback on suicide prevention and its impact on them, their family, and their communities. More than 100 participants – including Elders, youth, advocates, survivors, front-line workers, Inuit wellness organizations staff, not-for-profit organizations, artists, and representatives from the RCMP, GN departments and Designated Inuit Organizations – attended the event.



² Cambridge Bay, Nunavut, 2022, Nunavut Suicide Prevention Strategy (NSPS) Partners United for Life Summit – Summit Report.



Our Youth



THEY SPOKE - WE LISTENED.

We recognize Inuit youth face unique challenges and experiences, including historical trauma, cultural disconnection, discrimination, and socio economic hardships. We also know by having Inuit youth participate in suicide prevention efforts, they can share personal experiences, talk about their cultural strengths, and foster a united sense of understanding and support.

During the *Inuuqatigiikpugut - We Are A Community* summit in Fall 2022, we invited youth from across Nunavut to share their stories to incorporate their voices into this Action Plan. In developing our plan, we prioritized the perspectives, voices, and input of Inuit youth.

Youth presented seven key contributing factors impacting their quality of life and included: insufficient housing, lack of recreational sports and activities, gaps in education, lack of healthcare services and

mental health support, the unaffordability of goods and services, prevalence of bullying, and lack of support to preserve and protect identity. The input and recommendations gathered during the summit were made a priority and used to directly inform the Action Plan and activities.

Youth engagement remains a high priority for the NSPS Partners. We acknowledge the significance of adopting a fresh outlook in shaping our approach to the Action Plan. We understand young people have significant influence and reach among their peers and their collective voices can powerfully impact mental health and promote wellness. Their stories of resilience, hope, and recovery often inspire and motivate peers to seek help, engage in self-care, and support one another. Their engagement also breaks down barriers and normalizes help-seeking behaviours while their advocacy can promote discussion, education, and understanding within their communities.

Action Item 6 - Increase youth representation at leadership tables - is dedicated to supporting youth and affirms our commitment.

We continue to focus on using a strength-based approach and are guided by principles including promoting life and well-being, using community-based approaches, considering varying levels of community-readiness, meaningfully involving youth, and promoting the prevention of suicide as everyone's responsibility³.

By involving youth in decision-making and program development, they gain a sense of ownership and can bridge the generational gap by working alongside Elders and community leaders to honour and preserve Inuit cultural values, practices, and wisdom.

We are committed to the direction of the NISPS, Priority 3, Nurture Healthy Inuit Children by supporting projects that invest in the safety and well-being of children⁴.

The NSPS Partners will continue to work to deliver mental health services that meet youth needs by consulting young people on how to deliver mental health services and involving them in decisions that impact their mental health⁵.

³ Government of Canada. [National Aboriginal Youth Suicide Prevention Strategy \(NAYSPS\) Program Framework GOC](#)

⁴ Inuit Tapiriit Kanatami, 2016. [National Inuit Suicide Prevention Strategy 2016](#)

⁵ [Youth Voice Report 2019](#)

Our Focus

The overarching theme for this Action Plan is collaboration. We worked together to develop action items that align with our goals, are achievable within the 2024–2029 time frame, reflect our collective and collaborative work, and include the priorities identified by youth and Summit Partners. Safe spaces (**Action Item 7**), as an example, reflects our focused approach on youth. While we recognize the importance of safe spaces for all groups, we will focus on safe spaces for youth in this Action Plan. We will engage and work with public agencies, hamlets, non-government organizations, Inuit wellness organizations and others to complete the activities required to progress towards completion of the action items.

Our goal is to ensure that we effectively engage all of the key contributors to our collective work, keep each other accountable, report on our progress, and add new initiatives that align with our suicide prevention priorities.



Action Items

The 25 Actions represent the work that will be undertaken over the next five years to implement the vision of the Strategy.

LEADS AND SUPPORTING PARTNERS

Each Action item has a lead or co-leads and supporting partners and their role contributes to our collective success. While we plan to engage public agencies and numerous organizations throughout Nunavut to contribute to the successful completion of the Action items, each Action item identifies the NSPS organizations with primary and secondary responsibility and accountability to complete the work; however, the supporting partners listed for each action item is not exhaustive. As work progresses, Partners will be responsible for coordinating the work and ensuring that the deliverables are met in the Action Plan.

Partners

ISAKSIMAGIT INUUSIRMI KATUJJIQAATIGIIT - EMBRACE LIFE COUNCIL (IIKELC)

GOVERNMENT OF NUNAVUT, DEPARTMENT OF HEALTH (HEALTH)

IMHA Inuusivut, Mental Health and Addictions

NUNAVUT TUNNGAVIK INCORPORATED (NTI)

RIAs Regional Inuit Associations

QIA Qikiqtani Inuit Association

KivIA Kivalliq Inuit Association

KitIA Kitikmeot Inuit Association

ROYAL CANADIAN MOUNTED POLICE (RCMP)

Leads and Supporting Partners:

ADM Committee Assistant Deputy Minister Committee

CGS Department of Community and Government Services

Culture and Heritage Department of Culture and Heritage

Education Department of Education

EIA Department of Executive and Intergovernmental Affairs

DFS Department of Family Services

P&S Department of Health Programs and Standards

HR Department of Human Resources

Justice Department of Justice

NAC Nunavut Arctic College

NHC Nunavut Housing Corporation



Action Items

1. PROMOTE COLLECTIVE RESPONSIBILITY FOR SUICIDE PREVENTION AND FOSTERING WELL-BEING

DELIVERABLES

- 1.1** Develop and implement a comprehensive public education campaign that aligns with the Action Plan and promotes holistic views of suicide prevention including recognizing that access to adequate housing, food security, education and Inuktitut language, and Inuit specific cultural activities are suicide prevention.
- 1.2** Use various channels such as community forums, social media, and educational programs to engage individuals, families, schools, and community organizations in understanding the signs of distress and how to access available resources for support and strategies for fostering resilience.

Co-Leads: **NTI, Health (IMHA), IIKELC, RCMP**

NSPS Commitments: #1, #3, #4, #6, #8

2. DEVELOP AND IMPLEMENT A NUNAVUT-SPECIFIC CAMPAIGN TO PREVENT BULLYING AND VIOLENCE

DELIVERABLES

- 2.1** Develop a comprehensive anti-bullying campaign that builds on work completed and targets both youth and adults and the impact of social media.
- 2.2** Incorporate an understanding of lateral violence, its impact on peers or community members, and its roots in colonialism and oppression.
- 2.3** Review current legislation and policy related to social media to identify opportunities to improve protection for all Nunavummiut.
- 2.4** Educate and advocate for the safe and responsible use of social media by promoting cybersecurity awareness, fostering respectful online behaviour, offering parental guidance resources, and engaging with communities to foster a culture of digital responsibility.
- 2.5** CGS's Sport and Recreation division will support launch of Safe Sport campaign and require Team Nunavut participants to complete training and education on everyone's responsibilities on creating a safe sport environment free of abuse and harassment.

Co-Leads: **DFS, Justice**
Supporting Partners: **IIKELC, NTI, RCMP, HR, Education, CGS**

NSPS Commitments: #1, #3, #7

3. COORDINATE AND HOST CROSS-GENERATIONAL GATHERINGS TO SUPPORT SUICIDE PREVENTION

DELIVERABLES

- 3.1** Support regional and community-based Inuit healing programs to promote wellness.
- 3.2** NTI to work with the Regional Inuit Associations (RIAs) on increasing regional healing gatherings.
- 3.3** Host two broad cross-generational in-person territorial summits, planned in 2025 and 2028, to promote knowledge sharing, best practices, training, and suicide prevention support.
- 3.4** Ensure youth are meaningfully included and supported during these gatherings for their valuable input and feedback.

Co-Leads: **NTI, RIAs, Health (IMHA), IIKELC, RCMP**

NSPS Commitments: #1, #3, #4, #6, #8

4. ENHANCE AN INUIT-LED EDUCATION SYSTEM THAT STRENGTHENS INUIT LANGUAGE, CULTURE, AND WELLNESS IN SCHOOLS

DELIVERABLES

- 4.1** Develop an Action Plan for the implementation of the Nunavut Early Learning and Childcare Quality Framework, with an emphasis on Inuit language and culture, support for parents/caregivers, and training for childcare providers.
- 4.2** Continue the ongoing process of developing and implementing a made-in-Nunavut curriculum, developed to be taught in Inuktitut, reflective of Inuit Qaujimagatunqangit.
- 4.3** Ensure K-12 curriculum and resource development is strength-based and fosters the social and emotional well-being of students.
- 4.4** Develop an Inuit teacher education, recruitment, and retention strategy.
- 4.5** Implement and evaluate the Inuglugijaittuq model of school-based mental health in all Nunavut communities.

Action Items (continued)

| | |
|--|--|
| 4.6 | Provide training to all school staff that supports the implementation of made-in-Nunavut curriculum and safe and caring schools (Makittatiarniq) |
| 4.7 | Develop a Framework and collaboration guide on school mental health and wellbeing supports. |
| 4.8 | Provide a variety of options for mental health support to students and teachers. |
| Lead: Education Supporting Partners: NTI, Health (IMHA) | |
| NSPS Commitments: #1, #2, #3, #4, #5, #6, #7, #8 | |

| 5. STRENGTHEN AND ALIGN GOVERNMENT OF NUNAVUT DEPARTMENTS IN SUICIDE PREVENTION EFFORTS | |
|---|---|
| DELIVERABLES | |
| 5.1 | Formalize a GN Assistant Deputy Minister Committee (ADM Committee) tasked with ensuring GN Departments are accountable to commitments under the Action Plan to increase inter-departmental collaboration and communication. |
| 5.2 | Prioritize advocating for supportive policies, engaging communities, and monitoring progress towards the suicide prevention Action Plan's goals. |
| 5.3 | Design and implement a process to increase inter-departmental collaboration and information sharing on projects and activities which address suicide prevention in Nunavut both directly and tangentially. |
| 5.4 | Assign leads to action items that do not have identified leads. |
| Lead: EIA Supporting Partner: Health (IMHA) | |
| NSPS Commitments: #1, #5, #6 | |

| 6. INCREASE YOUTH REPRESENTATION AT LEADERSHIP TABLES | |
|--|---|
| DELIVERABLES | |
| 6.1 | Identify opportunities for youth representation within all GN departments and select public agencies at the leadership and board levels and recruit youth to ensure their voices are heard and that approaches adopted by GN are relevant to youth. |
| 6.2 | Gather data from various GN and Inuit organizations on youth representation for tracking to promote youth at leadership tables and measure participation. |
| 6.3 | Establish a Youth Mental Health and Addictions Advisory Committee. |
| 6.4 | Establish a Youth Council for Nunavut in collaboration with the RIAs. |
| Co-Leads: NTI, RIAs Supporting Partners: RCMP, IIKELC, All GN Departments | |
| NSPS Commitments: #1, #3 | |

Action Items (continued)

7. ESTABLISH DESIGNATED YOUTH SPACE IN ALL COMMUNITIES TO ENSURE YOUTH FEEL VALUED, SAFE, AND CULTURALLY SUPPORTED

DELIVERABLES

- 7.1 Conduct an environmental scan of existing space designated for youth for activities that promote well-being.
- 7.2 Ensure education and resources are given to Hamlets, parents, caregivers and supervisors of youth space to ensure youth safety.
- 7.3 Identify potential space for youth in current buildings and all new buildings being developed.
- 7.4 Advocate for space that is being underutilized (e.g. school gymnasiums) in communities to be made suitable and available for youth and to optimize the use of youth spaces (e.g. expansion of hours) and review and remove potential barriers (e.g. allowing younger siblings to access youth spaces)
- 7.5 Through the new ADM Committee (action item 5), where feasible and appropriate include spaces for youth in all new buildings.
- 7.6 Reviewing funding models to ensure sustainable youth spaces.

Lead: **CGS**
Supporting Partners: **NHC, Health (IMHA, P&S), Education, DFS, NTI, Culture and Heritage, RCMP, RIAs**

NSPS Commitments: #1, #2, #3, #8

8. DEVELOP AND IMPLEMENT STRATEGIES THAT PROMOTE CHILD PROTECTION

DELIVERABLES

- 8.1 Finalize and implement the DFS' strategic plan in response to recommendations from the Office of the Auditor General's Reports on Child and Family Services.
- 8.2 Develop and implement the communications and implementation strategy.

8.3 Develop and implement a measurable and accountability framework that will be defined by a response through an Inuit lens.

8.4 Coordinate, monitor implementation, educate, and promote Interagency coordination relating to Nunavut Child Abuse and Neglect Response Agreement (CANRA).

Lead: **DFS**
Supporting Partners: **NTI, RCMP**

NSPS Commitments: #1, #2, #3, #4, #5, #6, #7, #8

9. IDENTIFY AND ADVOCATE FOR HOUSING OPPORTUNITIES IN ALL COMMUNITIES

DELIVERABLES

- 9.1 Establish Nunavut Housing Corporation (NHC) as a Nunavut Suicide Prevention Partner.
- 9.2 Educate and raising awareness about housing policies.
- 9.3 Explore a program to incentivize affordable housing developments.
- 9.4 NTI will leverage Inuit Housing Funding by partnering with community groups and investing in capital projects in the following distinct strategic priorities: 1) Shelters, 2) Elder housing, 3) Student housing, and 4) Youth crisis shelters.
- 9.5 Continue to implement mold abatement and tenant education programs due to the effects on health.
- 9.6 Expand the number of community transition homes for Mental Health and Addictions (MHA) clients that models the current Cambridge Bay program.

Lead: **NHC**
Supporting Partners: **DFS, Health (IMHA), NTI**

NSPS Commitments: #1, #8

Action Items (continued)

10. PROMOTE HEALTHY FOOD HABITS THROUGH PROGRAMS AND CONSULTATIONS

DELIVERABLES

- 10.1** Establish a robust school food program in communities, beginning in communities with the greatest need, jointly funded by NTI and GN.
- 10.2** Conduct community consultations, by DFS, on Income Assistance and explore options for implementing Guaranteed Basic / Livable Income.
- 10.3** Advocate, by NTI through the Inuit Crown Partnership Committee, for a system change in how Nutrition North is delivered and continue to work on informing the Nutrition North program review.

Co-Leads: **NTI, DFS**
Supporting Partners: **Education**

NSPS Commitments: #1, #2, #3, #4, #5, #6, #7, #8

11. INCREASE INUIT EMPLOYMENT

DELIVERABLES

- 11.1** Develop Inuit Employment Plans that describe how mentorship and succession planning is going to be implemented.
- 11.2** Launch a targeted awareness campaign to inform unemployed Inuit on pre-employment training opportunities.
- 11.3** Continue to foster environments that promote the well-being of individuals, communities, and organizations, contributing to suicide prevention and individual support through ongoing program offerings such as Career Counseling and Pathways, Adult Learning and Training Supports (ALTS), Apprenticeships, and Targeted Labour Market Programs (TLMP).
- 11.4** Offer support in job searches, resume writing, and career guidance.
- 11.5** Support training and employment programs for unemployed individuals facing multiple barriers, including essential skills, employability skills, life management, and on-the-job training.

Lead: **HR**
Supporting Partners: **NTI, All GN Departments**

NSPS Commitments: #1, #3, #5, #8

12. DEVELOP A NEW NUNAVUT SUICIDE PREVENTION STRATEGY

DELIVERABLES

- 12.1** Conduct new research and gather insights to address any opportunities for modifications or improvements identified in the previous Strategy.
- 12.2** Improve data collection and assess historical cases to gather information to inform the strategy.
- 12.3** Engage stakeholders and community members in shaping the updated approach.
- 12.4** Develop a new Strategy that adapts to changing circumstances, is culturally specific, integrates lessons learned, and implements innovative and effective interventions that align with the current context, ultimately enhancing the impact of suicide prevention efforts.

Co-Leads: **NTI, Health (IMHA), IIKELC, RCMP**

NSPS Commitments: #1, #2, #3, #4, #5, #6, #7, #8

13. OPTIMIZE FUNDING FOR SUICIDE PREVENTION PROGRAMMING

DELIVERABLES

- 13.1** Review current funding streams to establish a centralized listing of available funding opportunities and create a process to give non-governmental organizations a single point of contact.
- 13.2** Streamline funding processes and provide multi-year commitments to support continuity and long-term planning for suicide prevention initiatives.
- 13.3** Create a Business Case for the creation of women and girls programming similar to the Atii Angutiit program.

Lead: **Health (P&S)**
Supporting Partners: **IIKELC, NTI, Health (IMHA, P&S), DFS, RCMP**

NSPS Commitments: #1, #2, #8

Action Items (continued)

14. INCREASE CULTURAL COMPETENCY AND TRAUMA-INFORMED TRAINING

DELIVERABLES

- 14.1 Provide Inuit Cultural Competency training to support expanding knowledge and preserving Inuit culture.
- 14.2 Offer training in Trauma Informed Practice for all GN staff.
- 14.3 Implement and evaluate training programs to ensure they are reducing the incidence of racism encountered by Inuit accessing services and within workplaces.

Lead: **HR**
Supporting Partners: **IIKELC, RIAs, ALL GN Departments**

NSPS Commitments: #1, #3

15. REVITALIZE TRAINING TO STRENGTHEN SKILLS AND KNOWLEDGE FOR THE INTERAGENCY INFORMATION SHARING PROTOCOL (IISP)

DELIVERABLES

- 15.1 Develop and deliver an effective and sustainable training strategy to ensure all IISP stakeholders have the information they need and understand the process to collectively support the individuals at risk of suicide.
- 15.2 Move training content to an online platform to ensure the information is available to the public and can be easily accessed.
- 15.3 Review training content to determine if more levels of risk need to be detailed with timelines for follow up and an outline of roles and responsibilities.
- 15.4 Educate and train service providers, community members, youth centre and hamlet staff and Inuit Wellness Organizations on processes to enable sharing of information following incidents.
- 15.5 Work specifically with Hamlets in their leadership role in the community.

Co-Leads: **Health (IMHA), ADM Committee**
Supporting Partners: **All GN Departments**

NSPS Commitments: #1, #2, #3, #4, #8

16. DEVELOP AND IMPLEMENT A HUB COMMUNITY MODEL TO SUPPORT PEOPLE AND FAMILIES AT RISK

DELIVERABLES

- 16.1 Develop the HUB community model, and evidence-based approach to supporting people and families with elevated risk factors, specifically for Nunavut. This model will have service providers meeting and collaborating on an ongoing basis to identify people who require supports urgently.
- 16.2 Implement the HUB community model in pilot communities.
- 16.3 Establish the HUB community model in all Nunavut communities.
- 16.4 Engage the Hamlet as the HUB model is set up in each of their communities.

Lead: **RCMP**
Supporting Partners: **Justice, DFS, Health (IMHA), Education**

NSPS Commitments: #1, #2, #8

17. INCREASE SUPPORT FOR THE NUNAVUMMIUT 2SLGBTQIA+ COMMUNITY

DELIVERABLES

- 17.1 Research 2SLGBTQIA+ and gender diversity from an Inuit-specific lens with the aim to inform resource development.
- 17.2 Develop evidence-informed cross-generational training and resources specific to 2SLGBTQIA+ and gender diverse to increase public awareness and ensure that service providers and community members can service as a safe place for the 2SLGBTQIA+ community.

Lead: **NTI**
Supporting Partners: **IIKELC, DFS, Education, Health (IMHA, P&S), HR, EIA, NAC**

NSPS Commitments: #1, #3, #4, #5

Action Items (continued)

18. ENHANCE SUPPORTS FOR FETAL ALCOHOL SPECTRUM DISORDER (FASD)

DELIVERABLES

- 18.1** Establish a unified FASD strategy with all GN departments guided by Inuit Qaujimagatuqangit.
- 18.2** Increase access to in-territory assessments for FASD, by enhancing neuropsychology services and provide adequate funding to support implementation of assessments.
- 18.3** Conduct a feasibility study on the establishment of therapeutic homes in Nunavut for individuals with FASD.
- 18.4** Conduct a policy review of key GN policies that could be adapted to be inclusive of neurodiversity.

Lead: **Health (P&S)**
Supporting Partners: **ALL GN Departments**

NSPS Commitments: #1, #2, #4, #7

19. REDUCE ACCESS TO COMMON METHODS USED TO COMPLETE SUICIDE THROUGH VARIOUS PROGRAMS

DELIVERABLES

- 19.1** Continue funding to support firearms safety and trigger lock distribution.
- 19.2** Increase the number of Canadian Firearms Safety instructors.
- 19.3** Increase the number of lock boxes.
- 19.4** Expand safe household means restriction (reduce availability of methods used to complete suicide, i.e. installment of anti-ligature products).

Lead: **Justice**
Supporting Partners: **RCMP, NHC**

NSPS Commitments: #1, #8

20. STRENGTHEN AND PROMOTE TERRITORIAL HELPLINE SERVICES

DELIVERABLES

- 20.1** Strengthen and promote helpline services to ensure the services are professional, confidential, and support Inuit language and culture with an emphasis on youth in Nunavut.
- 20.2** Establish new helpline services developed and operated by Inuit within Territory that support suicide prevention efforts

Lead: **Health (IMHA)**
Supporting partner: **NTI**

NSPS Commitments: #1, #2, #3, #4

21. ENHANCED COMMUNITY-BASED PROGRAMMING, SUBSTANCE USE TREATMENT AND OUTPATIENT SERVICES

DELIVERABLES

- 21.1** Collaborate with Inuit organizations to review their Inuit-owned and Inuit-specific training programs and identify opportunities to incorporate them into established accredited programs.
- 21.2** Ensure Inuit-specific training programs prepare Inuit to meet eligibility criteria for academic programs and for employment processes to move up in an organization.
- 21.3** Develop/Continue work on development of the Addictions and Trauma Treatment System (ATTS) to enhance in-territory services in Nunavut. The ATTS includes:
 1. **Pillar 1:** Enhance community-based services with regional community-led land-based healing camps in each region.
 2. **Pillar 2:** Establish Aqqusariaq, an addictions and trauma treatment facility in Iqaluit.
 3. **Pillar 3:** Develop and Inuit Workforce to staff the various positions of the ATTS through enhancing opportunities to access related educational programs.
- 21.4** Expand substance use awareness education to include illicit substances (e.g. cocaine, crack, methamphetamine) entering Nunavut and impacting the lives of Nunavummiut.

Co-Leads: **Health (IMHA & P&S), NTI**
Supporting partner: **HR**

NSPS Commitments: #1, #2, #3, #4, #5, #6, #7, #8



Action Items (continued)

22. ASSESS AND IDENTIFY RECOMMENDATIONS FOR SYSTEM CHANGES TO IMPROVE CARE FOR NUNAVUMMIUT WHEN TRAVELLING OUT OF TERRITORY FOR SERVICES

DELIVERABLES

- 22.1** Examine existing systems and practices used when sending Nunavummiut out-of-territory for services.
- 22.2** Identify barriers preventing children, youth, and their families from having a safe and therapeutic experience.
- 22.3** Address identified barriers through patient journey mapping by establishing adequate supports and resources to ensure the system is responsive.

Lead: **Health (IMHA, P&S)**
Supporting partner: **DFS**

NSPS Commitments: #1, #2, #3, #7

23. CREATE A CULTURALLY SPECIFIC, MORE EFFECTIVE AND EFFICIENT PATH TO NAVIGATING THE JUSTICE SYSTEM

DELIVERABLES

- 23.1** Sentences for Inuit convicted within the Justice System will be culturally responsive by applying Gladue-like principles.
- 23.2** Incorporate a therapeutic approach in the handling of court matters involving Inuit accused.
- 23.3** Reduce length of time from arrest to sentencing.

Lead: **Justice**
Supporting Partners: **NTI, RIAs**

NSPS Commitments: #1, #2

24. SUPPORT FAMILIES AND COMMUNITIES THROUGH A VARIETY OF POSTVENTION AND CRITICAL SERVICES

DELIVERABLES

- 24.1** Facilitate healing and resilience by offering cultural and trauma-informed counseling, support groups, and specialized resources tailored to the unique needs of those affected by suicide.
- 24.2** Address emotional distress and focusing on addressing immediate needs and providing a path toward recovery from grief, coping with loss, and hope.
- 24.3** Develop and distribute a grief resource package to families who have lost a loved one by suicide.
- 24.4** Reduce trauma for survivors and reduce health risks by contracting bioremediation services after traumatic experiences.
- 24.5** Enhance the Inuit-led Crisis Response model to include prevention and sustainability of crisis team.

Co-Leads: **IIKELC, Health (IMHA)**
Supporting partner: **NTI**

NSPS Commitments: #1, #8

Action Items (continued)

25. MONITORING, REPORTING, AND EVALUATION

DELIVERABLES

- 25.1** Developing a holistic evaluation model that is led and informed by Inuit.
- 25.2** Develop a reporting and monitoring framework that includes data collection tools to gather updates on all Action Plan items.
- 25.3** Examine historical data to establish a baseline to track progress of the Action Plan.
- 25.4** Collect data from Partners based on the approved reporting and monitoring framework timeline.
- 25.5** Through the established ADM committee co-develop an inter-departmental data sharing agreement between GN departments and NTI on Wellness indicators.
- 25.6** Distribute reports to key stakeholders and the Partners based on the approved framework.

Co-leads: **NTI, Health (IMHA), IIKELC, RCMP**

NSPS Commitments: #5, #6



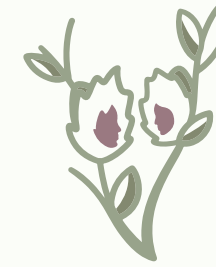


Acknowledgements

The Partners are deeply grateful to everyone who has contributed to the development of the Action Plan and to all those who participated in the previous plan and reported the status of their ongoing work. We extend our heartfelt gratitude to the families who have lost loved ones to suicide. Your strength and courage inspire our efforts to prevent further tragedies and improve the well-being of Nunavut. Partners graciously and respectfully acknowledge the hard work and dedication of each individual, family, community, and organization that relentlessly supports this vital work.

**QUJANNAMIK. NAKURMIK, MA'NA, QUANA,
THANK YOU, MERCI.**

Inuusivut
Annirnaqtut



Action Plan
2024 - 2029

Focus on reducing and de-normalizing suicides in Nunavut and supporting children and youth so they can grow up in a Nunavut that is safe and more nurturing.

October 2024

The participants to this arrangement are:

**THE GOVERNMENT OF NUNAVUT
AS REPRESENTED BY:**

- The Honourable Minister of Health
- The Honourable Minister responsible for Suicide Prevention
- The Honourable Minister of Community and Government Services
- The Honourable Minister of Culture and Heritage
- The Honourable Minister of Education
- The Honourable Minister of Environment
- The Honourable Minister of Executive and Intergovernmental Affairs
- The Honourable Minister of Family Services
- The Honourable Minister of Finance
- The Honourable Minister of Human Resources
- The Honourable Minister of Justice
- The Honourable Minister responsible for Nunavut Arctic College
- The Honourable Minister responsible for Nunavut Housing Corporation

NUNAVUT TUNNGAVIK INCORPORATED

As represented by the President

THE ROYAL CANADIAN MOUNTED POLICE, "V" DIVISION


As represented by the Commanding Officer

and

ISAKSIMAGIT INUUSIRMI KATUJJIQATIGIIT EMBRACE LIFE COUNCIL

As represented by the Executive Director


The Government of Nunavut as represented by the Ministers of Health, Community and Government Services, Culture and Heritage, Education, Environment, Executive and Intergovernmental Affairs, Family Services, Finance, Human Resources, Justice, and responsible for Suicide Prevention, Nunavut Arctic College, and Nunavut Housing Corporation:


 John Main
 Honourable Minister of Health, Department responsible for Inuusivut Annirnaqtut Action Plan
 Honourable Minister responsible for Suicide Prevention

Oct 30/2024
 Date


 PJ Akeegok
 Premier of Nunavut
 Honourable Minister of Executive and Intergovernmental Affairs

Oct 30/24
 Date


 Pamela Gross
 Deputy Premier of Nunavut
 Honourable Minister of Education
 Honourable Minister of Human Resources

Oct. 30, 2024
 Date


 David Joanasie
 Honourable Minister of Community and Government Services

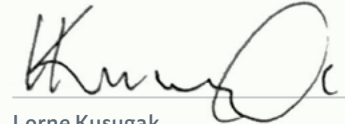
Oct. 30, 2024
 Date


 Daniel Qavvik
 Honourable Minister of Culture and Heritage
 Honourable Minister of Environment

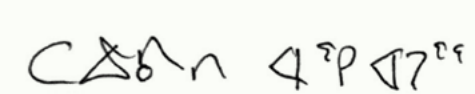
Oct 30, 2024
 Date


 Margaret Nakashuk
 Honourable Minister of Family Services
 Honourable Minister responsible for Nunavut Arctic College

Oct 30/24
 Date


 Lorne Kusugak
 Honourable Minister of Finance
 Honourable Minister responsible for Nunavut Housing Corporation

Oct 30, 2024
 Date


 David Akeegok
 Honourable Minister of Justice

30/10/24
 Date

Nunavut Tunngavik Incorporated as represented by the President:


 Aluki Kotierk
 President


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October 30' 24
 Date

The Royal Canadian Mounted Police "V" Division as represented by the Commanding Officer:


 Andrew Blackadar, C/Supt.
 Commanding Officer

2024 . OCT . 30 .
 Date

Isaksimagit Inuusirmi Katujjiqatigiit Embrace Life Council as represented by the Executive Director:


 Cecile Guerin
 Executive Director

October 30, 2024.
 Date



