



Note No.: GENEV-8164

Reference: Canada's response to AL CAN 3/2021

The Permanent Mission of Canada to the Office of the United Nations and World Trade Organization at Geneva presents its compliments to the Office of the High Commissioner for Human Rights and has the honour to refer to the joint communication letter from special procedures AL CAN 3/2021 dated 3 August 2021. The Permanent Mission of Canada further has the honour to submit Canada's response.

The submission consists of two documents (English and French version).

The Permanent Mission of Canada to the Office of the United Nations and World Trade Organization at Geneva avails itself of this opportunity to renew to the Office of the High Commissioner for Human Rights the assurances of its highest consideration.



Geneva, 7 June 2022

**Responses by Canada to the Joint Communication from Special Procedures
AL CAN 3/2021**

Introduction

1. On August 3, 2021, the Special Rapporteur on minority issues, the Special Rapporteur on the rights to education, the Special Rapporteur on the right of everyone to the enjoyment of the highest attainable standard of physical and mental health, and the Special Rapporteur on the rights of indigenous peoples sent a Joint Communication to Canada (Ref: AL CAN 3/2021).
2. This Joint Communication expresses concerns in relation to “the persistent challenges faced by members of the Inuit indigenous community of Nunavut in receiving essential public services in their language, in particular public education, healthcare and the justice system”.
3. The Government of Nunavut and the Government of Canada welcome the opportunity to respond to the questions raised in this Joint Communication.
4. Like all federations, the division of legislative powers is a significant aspect of the system of government in Canada, and responsibilities are distributed among the federal and provincial and territorial governments. Nunavut, as a territorial government, has jurisdiction over education, health and social services, the administration of justice in certain areas, and the development and organization of provincial courts of both civil and criminal jurisdiction, among other responsibilities. The Government of Canada is responsible for various matters such as Indigenous lands and rights, criminal law, and transferring funds collected from income tax.
5. Canada takes its international human rights obligations very seriously and is committed to maintaining constructive dialogue with United Nations mechanisms, including the Special Procedures, which are a vital aspect of a strong and effective international human rights system. Canada thus engages with the Special Rapporteurs in good faith, and provides the following information in response to the Joint Communication.

Questions and responses

Please provide any additional information and/or comment(s) you may have on the above-mentioned allegations.

Culture and Heritage

6. Since the signing of the Nunavut Agreement in 1993, the creation of the Nunavut Territory and its public government in 1999, the interrelated roles of the Inuit Language and Inuit culture have changed. Now, in addition to linking each Inuk with their past, present and future identity, the Inuit Language underpins the service-providing and policy-making functions of the Government of Nunavut.

7. Nunavut's Legislative Assembly enacted a significant language legislation package in 2008, consisting of the *Official Languages Act*, R.S.N.W.T. 1988. C. O-1, as duplicated for Nunavut by s. 29 of the *Nunavut Act*, S.C. 1993, c.28. (Nunavut OLA) and the *Inuit Language Protection Act*, S. Nu. 2008, c. 17 (Nunavut ILPA). Through these statutes, the Legislative Assembly affirmed that the Inuit Language is the engine of both reconciliation and a sustainable future for the Inuit of Nunavut.
8. The Nunavut OLA secures the right for Nunavummiut to communicate with, and receive services from territorial institutions, including access to Justice and Health services, in the official language of their choice in a manner that is meaningful, culturally appropriate, and competent.
9. The Nunavut ILPA further affirms the right of Inuit to communicate in the Inuit Language. The statute describes the attainment of linguistic rights for Inuit in a powerful preamble.
10. ILPA affirms the Inuit language as a language of education, of work and of daily interactions between government and Nunavummiut. It authorizes public projects to revitalize the use of the Inuit Language in communities experiencing language loss. The ILPA also creates the framework to support the effective use, development and standardization of the Inuit Language in all sectors of Nunavut society.
11. In order to give legal effect to its language laws, the Government of Nunavut has developed comprehensive implementation plans (Uqausivut 2012-2016 and 2018-2023) to identify and coordinate government, public and even private activities and resources which will be subject to degrees of transformation in order for its Territorial government to administer Nunavut's language legislation.
12. The implementation plan for the delivery of Inuit language services to Nunavummiut was the product of collaboration between the Government of Nunavut and Inuit, including Nunavut Tunngavik Incorporated, the Designated Inuit Organization created under the Nunavut Agreement.
13. The Government of Canada has a critical role to play in this significant initiative and has clearly signaled its willingness to protect, revitalize and promote Nunavut's indigenous language. Inter-governmental collaboration in planning, resourcing and implementing these cultural imperatives has been initiated and is anticipated to extend over a multi-year period, as both governments work toward the goal of promoting and protecting the Inuit language.

Representative Public Service

14. The Government of Nunavut continues to be committed to increasing the number of Inuit employees in the territorial public service to be representative of the people it serves in Nunavut and to meet its obligations under Article 23 of the Nunavut Agreement. The government has maintained multi-year Inuit Employment Plans (IEPs) for the public service since Nunavut was created in 1999. These government-wide IEPs guide the annual actions identified in Business Plans and are updated or replaced periodically.

15. The Government of Nunavut drafted a new multi-year “Master” Inuit Employment Plan in 2017-2018 after new federal funding for Inuit employment initiatives became available until 2023. For the first time, departments and large territorial corporations also developed multi-year IEPs. These IEPs were updated and finalized in 2019. The IEPs describe challenges and opportunities in Inuit employment and include Inuit employment goals and action plans to 2023. Annual goals and priorities for action continue to be included in the annual IEPs in the government’s business plans.
16. The Master IEP and departmental IEPs to 2023 include many training, education and career development initiatives to help Inuit employees and casual workers develop their skills and follow a desired career path in the public service.
17. In 2016-2017, the Department of Human Resources created and implemented the following programs targeted at Inuit employees:
 - Amaaqtaarniq Education Leave Program
 - Hivuliqtikhanut Emerging Leaders Program
 - Career Broadening Program
 - Training Travel Fund
 - Policy Foundations Program
18. In 2018-2019, two new training initiatives were approved:
 - Dept. of Justice – Correctional Caseworker Training Program
 - Dept. of Health – Educational Upgrade Program
19. In 2020-2021 and 2021-2022 the following Inuit targeted training initiatives were/are being rolled out:
 - Dept. of Human Resources – Chartered Professionals in Human Resources Program
 - Dept. of Human Resources – Inuit Executive Career Development Program
 - Dept. of Human Resources – Policy Capacity Building Series Program
 - Dept. of Human Resources – Master’s Certificate in Project Management Program
 - Dept. of Health – Basic Radiological Technician Training Program
 - Nunavut Arctic College – Pre-Health Certificate and Practical Nurse Program
 - Nunavut Arctic College – Pathfinder Program
20. The Master IEP to 2023 aims to ensure that the Government of Nunavut is an employer of choice for Inuit in Nunavut through programs and initiatives that enable the government to be:
 - A sustainable and representative public service;

- A strong and skilled workforce; and
- A welcoming and respectful employer.

Use of Inuit Language in the workplace

21. The Government of Nunavut is committed to enabling the Inuit language as the working language of the public service through training and performance incentives. The Inuktitut Language Program is being continually developed to better meet the needs of Government of Nunavut employees. The Government funds Inuktitut curriculum development, the creation of new Inuktitut learning materials and offer Inuktitut courses at both foundational and professional levels. The *Inuit Language Protection Act* ensures that the Government of Nunavut identifies and implements measures to increase the use of the Inuktitut Language as a working language of Nunavut and ensures that services are provided in the Inuktitut Language. The Government developed the Inuktitut Language Incentive Policy (ILIP) to encourage employees to use and increase their Inuktitut language skills in the workplace and as they provide services to the public. The ILIP is one of the tools the Government of Nunavut is using to increase the use of Inuktitut as a working language of the public service. Through ILIP, employees are compensated based on their assessed Inuktitut proficiency levels. The proficiency levels and compensation are as follows:
1. Fluency – ability to speak and understand the Inuktitut Language which enables the employee to function in their job – \$1,500/year;
 2. Fluency, Reading and Writing – includes level one (1) plus the ability to write and read the Inuktitut Language – \$2,400/year;
 3. Language Expert – includes level one (1) and two (2) plus an expert level of skill in the Inuktitut Language and full professional working ability in advancing the status of the Inuktitut Language as the working language of the public service – \$5,000/year.

Education

22. The Department of Education, under the Minister of Education of the Government of Nunavut, is responsible for programs and services that support the following: early childhood education, the kindergarten through twelfth grade school system, adult learning and literacy. A wide range of programs and services are provided to Nunavummiut that encourage and support self-reliance, leading individuals towards productive decisions for themselves and their communities.
23. To successfully deliver these programs and meet the needs of Nunavummiut, the department has developed partnerships within Nunavut and throughout Canada.
24. These partnerships involve Elders, schools, communities, Nunavut Arctic College, District Education Authorities (DEAs) including the Commission scolaire francophone du Nunavut, the Coalition of Nunavut District Education Authorities, other Government of Nunavut departments, the federal government, businesses, Inuit organizations, and public and non-profit boards and agencies. Life-long learning is also supported and encouraged

through curriculum and resource development, early childhood programming, administration and governance of adult learning, and by incorporating Inuit societal values, as well as language and culture, into all programs and services.

25. Nunavut is the only jurisdiction that has an Inuit Qaujimajatuqangit-based *Education Act*. It is also the only jurisdiction that fund lands-based cultural activities, and Inuktitut and Inuinnaqtun language and culture is entrenched in the education system.
26. The Nunavut education system is the only one based on the principles of Inuit Qaujimajatuqangit:
 - Founded in culture and language;
 - With Language of Instruction models chosen at the discretion of the local DEA; and,
 - Creating Nunavut-made curriculum for Nunavut schools.
27. The Education Act of 2008 and 2020 both have Cultural Enhancement Program funding available to promote the use of Inuktitut, Inuinnaqtun and cultural activities.
28. Innait Inuksiutilirijiit and later Inuksiutilirijiit funding have been made available to hire local cultural and language experts in the schools on a regular basis.
29. Nunavut schools offer English and/or Inuktitut streams. The difference in streams varies between larger and smaller communities depending on the Language of Instruction chosen by the District Education Authorities. The number of Inuktitut and Inuinnaqtun speaking teachers is limited.
30. Nunavut and Nunavummiut were introduced to formalized classrooms and schools over 100 years after the rest of Canada. Some communities have only had a school since 1962. Nunavut Inuit have seen exponential changes in culture, such as: international whalers; fur traders; missionaries; military and public servants; formation of settlements; dog slaughter; residential schooling and so much more. The pace of change has been challenging for Inuit, their culture, and language; however, the graduation rate is growing and economic opportunities are improving.

The federal Indigenous Languages Act

31. The *Indigenous Languages Act* (the Act) received Royal Assent on June 21, 2019. The Act supports the reclamation, revitalization, maintenance and strengthening of Indigenous languages in Canada, including Nunavut.
32. The Act recognizes that Indigenous languages are fundamental to the identities, cultures, spirituality, relationships to the land, world views and self-determination of Indigenous peoples.
33. The key elements of the Act include:
 - Creating an Office of the Commissioner of Indigenous Languages;

- Establishing measures to facilitate the provision of adequate, sustainable and long-term funding for the reclamation, revitalization, maintenance and strengthening of Indigenous languages;
 - Providing for agreements or arrangements to coordinate support to Indigenous languages with Indigenous governments or organizations, provinces and territories consistent with their jurisdictions, including in areas of education, health and the administration of justice;
 - Recognizing the rights of Indigenous Peoples recognized and affirmed under sec. 35 of the Constitution Act, 1982, including rights related to Indigenous languages;
 - Facilitating meaningful opportunities for Indigenous governments and other Indigenous governing bodies and Indigenous organizations to collaborate in policy development related to the implementation of this Act; and
 - Outlining federal institutions' role in providing access to services in Indigenous languages where capacity and demand exists, subject to established regulations or agreements.
34. While initial efforts to implement the Act have been focused on the appointment of the Commissioner and Directors of Indigenous Languages and on the development of an Indigenous Languages Funding Model, the Government of Canada remains committed to working with partners on potential agreements and/or regulations around the provision of access to federal services in Indigenous languages, including in Inuktitut.
35. The Inuit-Crown Partnership Committee (ICPC), created in 2017, advances shared priorities between Inuit and the Government of Canada. The Government of Canada has committed to regular meetings with an ICPC Inuktitut working group to jointly develop a work plan, which includes piloting the provision of access to federal services in Inuktitut. The working group is currently considering adding regulations to the workplan. Developing regulations will require extensive engagement with Inuit partners and federal departments that provide services in Nunavut as well as wide-ranging consultations. Timing on regulations will be better determined once a plan is jointly developed.

Please provide information on the measures taken by the Government to address allegations of lack of adequate actions to ensure access to public education in Inuktitut language in Nunavut, particularly after Grade 3, and how to ensure indigenous students are able to receive education in their own language.

36. On June 4, 2019, the Government of Nunavut undertook extensive consultations to amend the *Education Act* (2008) and the *Inuit Language Protection Act* (2008). The new Act received assent on November 10, 2020, becoming the *Education Act* (2020). The revised Act is designed to guide the future of education in Nunavut by:
- Increasing government accountability;

- Creating a better balance of roles and responsibilities;
 - Improving the implementation of inclusive education;
 - Addressing the need for Inuktitut-speaking teachers; and
 - Increasing consistency in the delivery of the education program across the territory.
37. The amended *Education Act* ensures that DEAs are selecting bilingual education models that can be delivered in their community. The Minister of Education will maintain the responsibility for developing the options for the bilingual education models and the DEAs will continue to have the authority to choose the model to be used for schools in their district. However, DEAs will be able to select a model that can be delivered with the teaching capacity available in their community.
38. The revised *Education Act* introduces a phased implementation schedule for Grades 4 to 12, ending in 2039. “Full implementation” requires that curriculum is supported by resources and assessments across all subjects and grades, and that teachers are trained in the delivery of all these items. It is expected that more culturally relevant curriculum, fully supported by appropriate assessments and resources, will enhance the current delivery of courses in Inuktitut, and may also assist with recruitment and retention of bilingual educators.
39. Work on Nunavut-made curriculum has been underway over the last several years with a focus on Inuktitut language curricula as the priority, with other subject areas and grades to follow based on the implementation schedule.
40. As well, since 2014-2015, the Department of Education has produced hundreds of new books in Inuktitut and Inuinnaqtun as part of the Inuktitut Tititqiriniq balanced literacy program. This program supports reading, writing, and word study in the Inuit languages, and is available in all schools in Nunavut. Teachers receive ongoing training and support in the program, with additional teaching and learning resources created and distributed to schools every year.

Please provide information on the government’s actions to reduce disparities between Inuit and non-Inuit populations who have not completed high school and university.

41. Since the creation of Nunavut in April 1999, there has been an enhancement of K-12 resources in every community in Nunavut. Prior to 1999 and the creation of Nunavut Government, students had to leave their home communities to attend middle school and high school. In the efforts of implementing a K-12 school in each of the Nunavut communities, there was an incredible amount of staff injection in communities to teach in schools.
42. The influx of the new teachers included a growth in the need for staff housing. When staff housing demands were not met, shared accommodations of its teaching population became a reality. To date, many educators in Nunavut have to share accommodations to support the K-12 school system.

43. Financial Assistance for Nunavut Students (FANS) funding is available for students who want to pursue college and university studies. This year, there were 592 FANS applications. The recent addition of the Disability Grant further increases accessibility to higher education and social inclusion.
44. Since the passing of the first ever Inuit Qaujimajatuqangit-based *Education Act*, there has been a marked effort to foster and support Inuktitut and Inuinnaqtun languages and culture. Recognizing the important role and authority that DEAs play, they are given much of the ability to decide for themselves in their local programing, including culture and language programs.
45. The Department of Education created three Language of Instruction models for DEAs to choose from: the Qulliq Model, the Immersion Model and the Dual Model. The majority of Nunavut schools fall under the Qulliq Model.
46. The Government of Canada, through Budget 2019, invested \$125.5 million over 10 years and \$21.8 million ongoing for a new Inuit-led Post-Secondary Education Strategy. The strategy was designed through engagement coordinated by Inuit Tapiriit Kanatami in collaboration with Inuit Land Claims Organizations, including Nunavut Tunngavik Incorporated, and includes components of student support, community-based programs and services, and Inuit post-secondary education governance.
47. Further, recognizing the pressures Inuit students continue to face in light of the COVID-19 pandemic, the Government of Canada has made several investments to respond to the specific education needs of Inuit students during this time, including:
 - An additional \$2.52 million in 2020-2021 under the Inuit Post-Secondary Education Strategy to support Inuit post-secondary students impacted by COVID-19;
 - \$67.5 million to help Inuit respond to COVID-19 related needs, including educational and other supports for children, under the Indigenous Community Support Fund; and,
 - \$25.9 million to provide immediate support to Indigenous post-secondary education institutions in 2020-2021, of which \$725,852 was allocated to Inuit partners under the existing Inuit Post-Secondary Education Strategy to support Inuit post-secondary institutions during COVID-19.
48. Through Budget 2021, the Government of Canada also invested an additional \$177 million over two years to support Indigenous post-secondary students and institutions during COVID-19, including:
 - \$150.6 million over two years, starting in 2021-2022, to support Indigenous students, of which approximately \$2.5 million annually will be allocated to support Inuit students; and,

- \$26.4 million, in 2021-2022, to support Indigenous post-secondary institutions and community based-programming during COVID-19, including \$725,852 that will be made available through the existing Inuit Post-Secondary Education Strategy.
49. Inuit partners have called for greater federal support in the area of K-12 education across Inuit Nunangat. As such, the Government of Canada is working closely with Inuit Tapiriit Kanatami and Inuit Land Claims Organizations, including Nunavut Tunngavik Incorporated, to advance Inuit education priorities through the Inuit-Crown Partnership Committee's Education, Early Learning and Skills Development Working Group. Some key priorities of the working group include:
- Advancing Inuktitut language of instruction and culture programming;
 - Supporting Inuit regions to increase the number of Inuit education professionals, including teachers; and,
 - Increasing access to Inuit-specific, quality education that meets provincial and territorial academic standards.
50. As it moves forward, the Government of Canada is committed to continuing to work with Inuit partners through the Inuit-Crown Partnership Committee to discuss how it can better support the educational outcomes of Inuit elementary and secondary students.

Please provide information on the implementation of the Qalattuq 10 Year Educator Training Strategy and its current status.

51. In winter 2006, Nunavut's Department of Education was charged with developing a strategic plan for the Nunavut Teacher Education Program (NTEP) that addressed the recommendations arising from the NTEP Review and the teacher training requirements raised by the Bilingual Education Strategy. The Qalattuq 10 Year Educator Training Strategy purpose was to establish a School of Education, strengthen partnerships, renew NTEP, support graduates and experienced teachers, enhance other educator training programs, and revitalize educator certification. Since the close of this strategy in 2016, the Department of Education, working with both NTI and the Nunavut Arctic College have addressed the lack of bilingual educators through a number of initiatives that support Inuit employment, and development of Inuktitut-speaking educators, including the following:
- The department recently implemented the Sivummuakpaallirutiksats Inuit Employee Education Leave Program. The program is intended to provide an opportunity for Inuit in paraprofessional and administrative roles to take education leave to develop professionally to fill more senior professional positions, such as principals and teachers.
 - The department is developing a 10-year Educator Retention and Recruitment Strategy. The Strategy will be developed in collaboration with key partners including Nunavut Arctic College, Nunavut Tunngavik Incorporated, the Nunavut Teachers' Association, and the Coalition of Nunavut DEAs.

- The department has increased salaries for language specialists.
 - The department provides teachers with professional development funding to access Inuit language training.
 - The department has begun work on a revised Professional Development Framework for Language Specialists, which includes professional standards, assessment instruments, and professional development plans. This will ensure that Language Specialist employees are supported and able to develop their skill sets.
 - The department is adapting the Certificate in Educational Leadership in Nunavut program to ensure that it prioritizes Inuit educators and meets their specific needs, such as providing courses entirely in Inuktitut.
 - The department continues to work in partnership with Nunavut Arctic College to develop and deliver a Student Support Assistant Certificate Program to meet the professional development needs of existing student support assistants.
 - The department has supported a refocused Nunavut Teacher Education Program (NTEP) that incorporates Inuit language and culture to ensure that graduates are prepared to enter Nunavut's bilingual education system.
52. In 2018, a 10-year strategic partnership agreement was signed between Nunavut Arctic College and Memorial University of Newfoundland. A major focus of this partnership is the delivery of a re-focused NTEP. The NTEP is the best path for Nunavut to develop the next generation of Inuktitut-speaking teachers, and the department will continue to provide funding and support to this made in Nunavut program. The Advanced Education division at the Department of Education sits on the NTEP Advisory Group, which informs the revisions to NTEP, including the creation of a framework that establishes the Language Specialist certificate and Language Specialist diploma as ladders in the Bachelor of Education degree program.

Please provide information on funding allocation to support Inuktitut as an official language of the Nunavut territory. In particular, in the field of education, please provide a breakdown on the budget for teaching in Inuktitut compared to funding for teaching in English.

Funding allocation in the field of education

53. District Education Authorities contribution funding amounts are the same whether a student is attending schools where English, Inuktitut, French and or Inuinnaqtun is spoken. There is additional funding provided for Inuktitut and Inuinnaqtun local programs as well as Inuksiutilirijiit.
54. There are proposal-based cultural enhancement opportunities for all Nunavut schools.

55. The Department of Culture and Heritage has provided funding for Inuit Language instruction under the Inuit Language Implementation Fund to expedite the development of the Inuktut Titiqqirniq balanced literacy program.
56. Funding for 2020-21 was applied to projects that are part of the Language of Instruction Implementation Plan included in the 2020 *Education Act*.

Funding allocation to support Inuktut

57. The Government of Canada provides \$5.1 million in annual funding to Nunavut in support of Inuktut through its Territorial Languages Accords with Nunavut. Nunavut uses these funds to support its Inuktut language plan which includes the provision of services in Inuktut and community support to revitalize Inuktut. Funds were also used to develop the first complete program of culturally appropriate readers' series in Inuktut from grade 1 to grade 6.
58. The Government of Canada also provides proposal-based funding through the Indigenous Language Component to support the efforts of Indigenous peoples to reclaim, revitalize, maintain and strengthen Indigenous languages and cultures. While there is not a separate allocation for Inuit communities and organizations in Nunavut, these organizations can apply for funding through an Inuit-specific funding allocation within the Indigenous Language Component. The Inuit funding allocation which supports Inuktut projects was \$10.2 million for 2021-2022 and is anticipated to be \$15 million for 2022-2023.

Inuktut in the field of Education

59. On February 22, 2021, the Government of Canada signed a Memorandum of Understanding (MOU) with the Government of Nunavut and Nunavut Tunngavik Incorporated (NTI) in support of the following objectives:
 - Increase access to Inuktut-language instruction in Nunavut;
 - Increase and maintain the number of proficient Inuktut-speaking Inuit educators in Nunavut;
 - Increase the number of fluent Inuktut speakers in Nunavut;
 - Establish the Nunavut Partnership Table on Language and Education; and
 - Create support mechanisms for educators.
60. The Government of Canada committed up to \$42 million over 5 years beginning in 2021-2022 for this initiative.

Please provide information on any efforts made to establish an Inuktitut-language justice system including the recruitment of Inuktitut-speaking lawyers, judges, court workers, police, first responders, and others.

Nunavut Law Program

61. In order to create more Inuit and Inuktitut speaking lawyers or legal professionals, Nunavut Arctic College in partnership with the Government of Nunavut's Department of Justice and the University of Saskatchewan created a Nunavut-based, four-year law program. Of the 25 students who started the program in 2017, 22 of them are on track to graduate. These students are currently working through articling assignments to achieve the training necessary to challenge the bar and become a member of the Nunavut Law Society.
62. This program is the successor to the Akitsiraq law school which operated from September 2001 to June of 2005 in partnership with the University of Victoria. The original program saw 11 of the original 15 students graduate.

Indigenous Courtworker Program

63. Nunavut receives funding from the Government of Canada to support an Indigenous Courtworker program, administered by the Legal Services Board of Nunavut.
64. Twenty-six positions are funded under this program, all of which are filled with Inuktitut-speaking, Courtworkers, who aim to:
 - Assist Indigenous people to understand their right to speak on their own behalf or to request legal counsel; and, to better understand the nature of the charges against them and the philosophy and functioning of the criminal justice system;
 - Assist those involved in the administration of the criminal justice system become aware and appreciate the values, customs, languages and socio-economic conditions of Indigenous people; and
 - Respond to problems and special needs caused by communication barriers between Indigenous people and those who are involved in the administration of the criminal justice system.

Court Interpreters

65. Interpreters are offered at every court sitting at the Nunavut Court of Justice to ensure that accused have access to legal interpretation in their official language of choice. The Department of Justice employs two full time, Inuktitut-speaking, court interpreters and contracts with additional court interpreters for services when needed.
66. Changes to regulations under the *Judicature Act* were recently passed to increase the compensation paid to contracted court reporters by more than double, including new

provisions that provided for overtime, compensation for travel time, compensation if court is cancelled, and additional compensation if they are the only interpreter at a trial.

67. Rates for translation were also increased substantially for regular work (30 day turn around time) and additional compensation is provided for expedited work (10 day turn around time) and rush work (5 day turn around time).

Police Recruitment

68. The Royal Canadian Mounted Police's V-Division provides policing in Nunavut through a tripartite Territorial Police Service Agreement. As part of this agreement a shared directional statement is signed every two years between V-Division and the Department of Justice. The recruitment of Inuit and Inuktitut-speaking members into the RCMP and improving RCMP member's ability to communicate in Inuktitut are both priorities under the shared directional statement.
69. Starting in 2020, and with funds from the Makigiaqta Inuit Training Corporation, the RCMP has started an all-expenses paid four-month program to assist prospective Inuit applications with the RCMP application process. To date there have been two cohorts and 11 individuals are currently working their way through the application process.

Family Abuse Intervention Act

70. Assistance with Emergency Protection Orders and Community Intervention orders under the *Family Abuse Intervention Act* is provided by Community Justice Outreach Workers and Community Justice Specialists. There is a Community Justice Outreach Worker position in each of Nunavut Community. Twenty-two out of 23 Community Justice Outreach Workers are Nunavut Inuit and all 22 Inuit CJOWs can verbally communicate in Inuktitut or Inuinaqtun. Eighty percent of CJOWs are also fluent in written Inuktitut.
71. Three out of six Community Justice Specialists are Nunavut Inuit. All three Inuit Community Justice Specialists are fluent in oral and written Inuktitut with slight variation in dialect.
72. Hearings regarding applications under the *Family Abuse Intervention Act* with Justices of the Peace can be, and often are, conducted in Inuktitut depending on the preference of the applicant.

Restorative Justice

73. The Restorative Justice Diversion Program provides offenders, victims, and the community with culturally meaningful holistic approaches in addressing the root causes of the harm caused by the offenders. The Government of Canada works with the Government of Nunavut to support the recruitment and training of Community Justice Outreach Workers, who are located in Nunavut's 25 hamlets. These Community Justice Outreach Workers, in

collaboration with the Community Justice Committees, assist clients to discuss offenders' accountability, and victims' needs.

74. Community Justice Committees are made up of volunteer elders, youths, and community members of various age groups to work with offenders and victims. Elders take on the advisor roles and youths and middle-aged community members facilitate matters diverted from the RCMP and the Public Prosecutor Services Canada. All Community Justice Committees are made up of Inuit with the exception of Iqaluit, Rankin Inlet and Cambridge Bay where members are a mixed group of Inuit and non-Inuit population.
75. Due to a large number of Inuktitut speaking staff and volunteer Community Justice Committee members, meetings with offenders, and victims are often conducted in Inuktitut. Interpretation is offered for anyone who wants to participate in the language of their choice.
76. The Restorative Justice Diversion Program manual has been translated in Inuktitut for unilingual Community Justice Committee members.

Corrections

77. In partnership with the Justice Institute of British Columbia, Nunavut Corrections has implemented a 7-week paid pre-deployment training program intended to prepare Nunavummiut for a career in corrections. Inuit applicants are given priority for this program.
78. Nunavut Corrections has invested a significant number of resources into their Inuit Cultural Skills programming and land programs. Corrections clients are offered opportunities to learn carving, qamutiik building, netting, and other traditional skills and to attend on the land hunting and skills programming.

Government of Canada funding

79. The Government of Canada supports additional various programs that aim to develop and establish Inuit language, culture, and legal traditions in the justice system.
80. In July 2019, the Government of Canada announced funding to support the Nunavut Law Program, mentioned above. Further, with funding from the Government of Canada, Université Laval, a post-secondary education institution in Québec, and the Law Society of Nunavut, the professional body responsible for the licensing and regulations of lawyers in Nunavut, have launched similar projects that focus on strengthening and promoting Inuit legal practices and knowledge in the legal profession.
81. The Government of Canada also works towards increasing Inuit representation in the Nunavut Court of Justice. The Government of Canada's northern regional offices have independently supported four Inuit law students in attending the Nunavut Law Program and have recently hired two additional Inuit lawyers. Inuktitut is widely spoken within the northern regional offices, and the Government of Canada is committed to supporting Inuit employees interested in improving their fluency in the Inuit language, including by

supporting education leave for employees to complete Inuktitut language training. As well, recognizing education and labour-force access barriers, the Government of Canada is launching an Inuit Court Worker Program to train and employ Inuit paralegals in the Nunavut Court of Justice.

82. Finally, the Government of Canada provides funding through the Victims Fund to meet the needs of victims, in part through the translation and interpretation of specific language needs. The Victims Fund ensures each community in Nunavut has access to interpreters and translators who work with the health centers, social service organizations, judicial offices, and police. These services are provided in the four official languages of Nunavut (Inuktitut, Inuinnaqtun, English, and French).

Please provide information on the measures taken by the Government to address allegations of lack of access to a culturally acceptable public healthcare services provided in the Inuktitut language in Nunavut with health care facilities, goods, services and programs including trained medical staff available in sufficient quantity and within safe physical reach for the Inuit indigenous community of Nunavut.

Training

83. Indigenous Cultural Competence (ICC) training is identified as a priority in several reports including the Nunavut Coroner's Discretionary Inquest into Suicide, Qikiqtani Truth Commission, and the Truth and Reconciliation Commission. The training is a two-day workshop which covers Canada's hidden history, individual cultural competence, challenging racism, and reconciliation. ICC is offered to all Government of Nunavut employees and ensures employees (e.g., frontline workers) are better informed of the reality of the people they serve.
84. Prior to COVID-19, this training was mandatory for physicians. However, there have been delays in scheduling the training due to COVID-19.
85. Incoming physicians are also required to complete a series of online cultural competency modules available through the Children's Hospital of Eastern Ontario.
86. Additionally, the department of Health staff that are new to Nunavut are provided with information through the Health Nunavut app. It contains information about working and communicating in a multi-lingual environment, the organization of the health system and the Inuit historical context of the region.

Programming and Services in Inuktitut

87. Each health facility in Nunavut has Nunavut Inuit clerk interpreters who provide medical interpretation services for clients. The Department of Health collaborates with Nunavut Arctic College (NAC), to offer Medical Interpreting modules for the clerk interpreters. Medical Interpreting courses and modules are offered as part of NAC's Interpreter-Translator Program (e.g., Anatomy, Physiology, Diseases, Ailments, and Mental Health).

The medical terminology training is open to all Health staff who provide or would like to provide interpretation services to Nunavummiut.

88. The Department of Health also utilizes CanTalk service for interpreter services when an interpreter is not readily available. CanTalk is a language resource that is available 24/7, 365 days of the year and has Inuktitut interpreters/translators to provide a service when needed.

Education and Employment

89. The Department of Health developed and funded the Educational Upgrade Program (EUP) to support Nunavut Inuit in health positions, which is a direct response to Article 23 of the Nunavut Agreement. Currently there are three ongoing programs: Community Health Promotion, Health Information Management, and Bachelor of Interdisciplinary Studies with a focus on Indigenous Health and Wellbeing.
90. Additionally, the Government of Nunavut has developed an Inuit Employment Plan (IEP) intended to increase the number of Nunavut Inuit employees in the public service. As part of the IEP, the Department of Health identified positions targeted for Nunavut Inuit. For example, the department recently created new public health assistant positions in several communities, with the intention of increasing Nunavut Inuit in public health programming. Additionally, to increase Inuit employment, the department modified the academic requirements for certain positions from a bachelor's degree in Health Sciences (or related disciplines) to a high school diploma plus a willingness to enroll in the EUP.
91. The Department of Health also administers the Basic Radiological Technician (BRT) training program for Inuit employees, as part of its IEP. The program began in 2018 and is intended to improve the quality, accessibility, and sustainability of x-rays services across the territory, while empowering Inuit employees to deliver these services within their communities. Graduates of the program become mentors and instructors themselves.
92. Further to this, through its Paraprofessional Project, the Department of Health is working to increase the number of Inuit in the workplace by providing the opportunity for training, growth, and advanced employment through career laddering.

Government of Canada measures

93. The Government of Canada is working on several fronts to strengthen culturally appropriate health services for Inuit. These include investments in health, advancement of distinctions-based health legislation (identified as one of the priorities for the Inuit-Crown Partnership Committee), and collaborative work to address anti-Indigenous racism in health care systems.
94. Since 2015, the Government of Canada has invested over \$5.5 billion to improve health outcomes in Indigenous communities. These investments increased access to timely and culturally appropriate medical care and mental health services for Indigenous people and supported distinctions-based priorities. This includes dedicated funding for responding to high rates of tuberculosis in Inuit communities.

95. Recently announced health investments that benefit Inuit include:
- \$478.1 million to continue to support the ongoing public health response to COVID-19 in Indigenous communities, including support to hire nurses, help at-risk people to isolate, and distribute personal protective equipment. This will continue to be available on a needs-basis (i.e., proposal based).
 - \$22.7 million over five years, beginning in 2021-2022, to support First Nations and Inuit as they manage the health impacts of climate change, such as access to country food, impacts of extreme weather events, and mental health impacts of climate change on youth. The Government of Canada continues work to determine allocation and will work through regional partnership tables as well as Inuit organizations and governments, as needed.
 - \$597.6 million over three years, starting in 2021-2022, for a distinctions-based mental health and wellness strategy with First Nations, Inuit, and the Métis Nation. The Government of Canada continues work to determine allocation and will work through regional partnership tables as needed.
 - \$126.7 million over three years, beginning in 2021-2022, to take action to foster health systems free from racism and discrimination where Indigenous peoples are respected and safe. This funding will support patient advocates, health system navigators, and cultural safety training for medical professionals. The Government of Canada is working internally and through regional partnership tables to determine funding allocations.
 - \$774.6 million over five years, beginning in 2021-2022, to ensure continued high-quality care through the Non-Insured Health Benefits Program, including supports for medically necessary services not otherwise covered, such as mental health services, medical travel, medications, and more. The Non-Insured Health Benefits Program will continue to engage with the Inuit Tapiriit Kanatami and other Indigenous partners at the national and regional level.
96. Furthermore, the COVID-19 pandemic is magnifying existing mental health issues and inequities in Indigenous communities, including the on-going opioid public health crisis. The Government of Canada announced an investment of \$82.5M in August 2021 to help Indigenous communities adapt and expand mental wellness services, improving access and addressing growing demand in the context of the pandemic. This funding was allocated through a distinctions-based process and with direction from key partnership tables.
97. These investments are in addition to the government’s commitment to co-develop distinctions-based Indigenous health legislation with First Nations, Inuit, and the Métis Nation so that Indigenous communities have greater control over the design and delivery of high-quality and culturally relevant care. This reflects the priority for health-legislation endorsed by the Inuit-Crown Partnership Committee, “that supports Inuit self-determination in the delivery of health services, and enables Inuit to oversee capacity development, staffing, quality standards and the administration of healthcare services.”

98. Federal health legislation also aligns with the Inuit Tapiriit Kanatami's development of regional plans to advance health care and the National Inuit Committee on Health's Strategic Framework, which recommends Inuit involvement in the development, design and delivery of federal/territorial/provincial, regional and community-based public health policies, programs and services across all Inuit communities.
99. Finally, the Government of Canada has committed to address anti-Indigenous racism in Canada's health systems, working with partners to take immediate action on the issues and recommendations raised in a series of national dialogues. These include the investments referenced above through:
- Support for the integration of cultural safety throughout health systems;
 - Increased Indigenous representation in health professions;
 - Improved supports for Indigenous patients;
 - Increased accountability; and
 - Demonstrated federal leadership.

Please provide information on existing competency tools to evaluate language proficiency of medical interpreters in Inuktitut.

100. There are existing assessment tools used in the Medical Terminology courses offered by NAC. In addition to this, ongoing performance management and performance reviews act as mechanisms in evaluating language proficiency for medical interpreters.
101. The Government of Nunavut's Department of Human Resources has started a testing program in order to be eligible to receive a bilingual bonus. This program will support the evaluation of language proficiency of staff.

Please provide information on the measures taken to investigate the complaints from citizens regarding their inability to communicate with and receive services in the official language of their choice from the Qikiqtani General Hospital

102. The Department of Health's Office of Patient Relations (OPR) provides an opportunity for patients, and/or their advocate, to provide feedback on the quality and delivery of health care services. Among other things, the OPR assists patients and families navigate the health care system, investigates patient concerns and makes recommendations to improve patient care following an investigation of a concern. Clients can share their feedback and/or concerns in the language of their choice.
103. Materials related to the OPR are distributed to communities in Inuktitut to:
- Increase Nunavummiut's knowledge of the OPR and services offered.
 - Encourage feedback, both positive and constructive.

- Increase awareness that Nunavummiut have the right to give feedback directly to caregivers, to request a second opinion of their health care provider, and that the OPR will facilitate the investigation of client concerns and provide conclusions in a timely manner.
104. The OPR also completes site visits across the territory and to boarding homes contracted by Health to increase public awareness of health services offered by the GN. All site visits offer services in both English and Inuktitut.
105. Additionally, the *Medical Profession Act*, ensures Nunavummiut are appropriately protected against incidents of improper conduct by physicians. The newly amended Act, which received assent in November 2020, will allow individuals to submit complaints in Inuktitut. The Act is not yet in force.

Please provide information on the measures taken by the Government to address allegations of shortage of Inuktitut speakers at the Marine Communications and Traffic Services centre in Iqaluit.

106. The Canadian Coast Guard's Arctic Region is responsible for staffing the Marine Communications and Traffic Services (MCTS) centre in Iqaluit, as outlined in the *Nunavut Land Claims Agreement*. Historically, the MCTS program has had a difficult time successfully qualifying Inuit candidates through the current national hiring process which consists of the following:
- Successful score on the MCTS Aptitude Test;
 - Successful interview; and
 - Ability to type 30 words per minute with 95% accuracy
107. MCTS Iqaluit provides service to the marine community in both of Canada's official languages, English and French. There are currently no plans to include Inuktitut as the third language at the Centre. As the Coast Guard continues its efforts to hire Inuit, there is a possibility that some may speak Inuktitut and be able to provide ad-hoc services but it would not be in an official capacity and would be opportunistic given the availability of that Inuktitut speaker.
108. Since the early 2000's, Coast Guard-MCTS has also taken steps to bring more exposure of the program to Nunavummiut:
- From 2001 through 2003, a pilot program (South Baffin Radio Safety Service) was introduced in which Inuit from Iqaluit were hired and provided training in basic radio communications, radio theory, and chart work. They were then able to utilize these skills to provide communication services to the hunting and trapping communities on their designated land-based local frequencies. This project was successful in hiring one of these individuals and then having him attend the national Marine Communications and Traffic Services Training program in Sydney, Nova Scotia. He is currently an MCTS Officer at the Iqaluit MCTS Centre.

- In late 2019, MCTS Central and Arctic Region began work with Frontier College in Iqaluit in developing a lesson plan to address low success rates among Inuit candidates on the aptitude test. Under this initiative, interested, previously unsuccessful candidates would be provided guidance and training from Frontier College in order to prepare for their subsequent attempt to qualify for entry into the national MCTS Ab Initio Training Program. Unfortunately, due to the COVID-19 pandemic this was cancelled and the professionals that were preparing the course material have ceased working for Frontier College. In 2020, the MCTS program hired an Inuk employee as the administrative assistant for the MCTS Centre. She is a valuable employee and a great asset to the operational team.
109. Currently, Arctic Region has secured funding to hire an Inuit consultant to develop an orientation course to address known challenges in recruiting Inuit MCTS Officer candidates. The objectives of the course are to provide context to the job of a Marine Communications and Traffic Services Officer, the application process, the training required, and to set up interested Inuit candidates up for success. The program will provide participants the opportunity to practice the key elements of the process, including the aptitude test, typing test and interview. This course is expected to be developed and run in 2022. Canadian Coast Guard Arctic Region is committed to prioritizing the hiring of Nunavut beneficiaries for all positions staffed in Nunavut, including the Iqaluit MCTS Centre. The Region is actively working to identify and reduce the barriers to recruitment and retention for all Northerners, and especially its Inuit, First Nations, and Métis employees. The Coast Guard is currently developing a recruitment and retention strategy for the Arctic Region, which will emphasize practical actions to make progress toward these goals. Part of this work includes seeking advice from and collaborating with Nunavut Tunngavik Incorporated as part of the Coast Guard's shared program management approach to delivering services in Nunavut. As part of its ongoing efforts, the Canadian Coast Guard has recruited an Arctic Youth Council (AYC) and Community Engagement Coordinators (CECs) to assist in its efforts to spark engagement and raise awareness of employment opportunities within the Coast Guard, including the MCTS program, as well allow it to gather local insight on Indigenous recruitment and retention in the Arctic Region. Five of its 11 AYC members and five of its seven CECs are Nunavummiut. In 2022, Coast Guard Arctic Region is hiring four Nunavut Land Claims Agreement beneficiaries into the Environmental Response program.
 110. The Coast Guard is also investing in Inuktitut language training for Coast Guard Arctic Region employees, starting with emphasizing proper pronunciation of Inuktitut place names in Nunavut. Pirurvik Centre, (an Inuit-owned centre of learning based in Iqaluit) is in the process of developing an online Inuktitut language training course, and it intends to support Arctic Region staff to take that course once it has been launched.
 111. The hiring of Nunavut beneficiaries into the MCTS program remains a priority for the Coast Guard Arctic Region.