SENIORS' POLICY AND ITS ACTION PLAN



Building Together a Healthy and Inclusive Living Environment for **Nunavik Elders**



KATIVIK REGIONAL GOVERNMENT

Kativik Regional Government's (KRG) **seniors' policy** and its **action plan** as provided for in the "Age-friendly municipality" (AFM) initiative

as well as the municipal seniors policies and action plans of the municipalities participating in the collective AFM initiative application (KRG policy seniors).

Prepared by the Kativik Regional Government

Building Together a Healthy and Inclusive Living Environment for Nunavik Elders

Age-Friendly Municipalities Process



Municipalité

amie des aînés

En partenariat avec :



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Appendix 3



Jennifer Munick KRG Chairperson



Message from the KRG Chairperson

The Kativik Regional Government Seniors' Policy and Action Plan embodies our respect for our elders, our deep concern for their wellbeing and our desire to recognize them as invaluable members of our communities. Nunavik elders are an inspiration to all of us who follow in their footsteps. They are the custodians of our Inuit culture.

This policy and its action plan are addressed to Nunavik elders, the northern villages, the Kativik Regional Government (KRG) and all regional organizations, as well as the governments of Québec and Canada. I want to emphasize that each of the issues raised in this document is important to the KRG Council and its Executive Committee. I look forward to seeing the implementation of many of the proposed solutions as quickly as possible.

As well, as the mayors and councils of the 14 northern villages now undertake the preparation of their own local seniors' policies, I want them to be assured of the KRG's full support.

Finally, I would like to extend my appreciation to the Nunavik Elders' Committee, the Carrefour action municipale et famille, the KRG Counsellor for Elders and Women Issues, and the KRG Regional and Local Development Department for their extensive and collaborative work. Their achievements contained in this document should be a source of great pride for them all.



Michael Gordon KRG Director General

Message from the KRG Director General

I am pleased to introduce the *Kativik Regional Government Seniors' Policy and Action Plan.* This document is the fruit of a successful partnership between the Kativik Regional Government, the Nunavik Elders' Committee and the Carrefour action municipale et famille, under the Québec-government's Age-Friendly Municipalities initiative.

Carried out over a two-year period in close consultation with elders in every community and over a dozen regional stakeholders, the policy and action plan process provided vital opportunities to raise awareness about the need to incorporate elders' issues into service programming and budgeting, to share information across sectors, and to emphasize the importance of engaging elders in decision-making.

This policy and action plan are in line with the tenets of active ageing promoted by the World Health Organization, namely participation, health and security. They are moreover fully adapted to regional needs and realities, covering such areas as:

- > communication and information;
- > development, infrastructure and mobility;
- > recreational activities and past-times;
- > culture;
- > safety;
- > food access and security;
- > community support and social participation; and
- > housing.

I am confident the policy and action plan will serve as a useful framework for local and regional organizations as well as the federal and provincial governments for planning seniors' services in Nunavik. They represent our promise of hope and wellness made to the region's elders. It will be up to us to find ways to implement the proposed solutions so as to generate real benefits for the population.



Bobby Snowball Nunavik Elders Committee Chairman

Message from the Nunavik Elders Committee Chairman

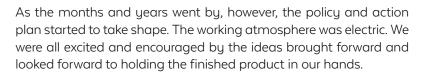
In Nunavik, elders have always been very much involved and they went through memorable events. They have done a lot for people to be able to connect with each other, and with the elders. We are very proud and honoured that the Kativik Regional Government produced an official policy for elderly of the region. This policy will be very helpful for us, for the families and for all Nunavimmiut.

Message from the KRG Counsellor for Elders and Women Issues

It is a great pleasure to participate in introducing the Kativik Regional Government Seniors' Policy and Action Plan.

When we started work on this project with residents, municipalities and regional stakeholders, it was hard to imagine that one day we would complete this enormous undertaking. First, we ourselves had to come to terms with the scope of the project and, then, communicate that understanding in Inuktitut to everyone involved.

Benjamin Arreak KRG Counsellor for Elders and Women Issues



The policy and action plan aim to ensure the best possible conditions for seniors in their communities so that seniors can continue to contribute and participate in every aspect of their lives for the benefit of all.

To conclude, I would like to thank everyone who provided input and participated on the production of the *Kativik Regional Government Seniors' Policy and Action Plan.* Let us continue working together to produce something good for all, balancing our expertise and responsibilities for all the people of Nunavik.



Building Together a Healthy and Inclusive Living Environment for **Nunavik Elders**

> Age-Friendly Municipalities Process

Part 1

Introduction

The Age-Friendly Municipalities process is an inclusive community approach that takes into consideration the social and infrastructure components of elders' living environments. It focuses on the active participation of elders and on stakeholders whose decisions, structures and services impact on elders' lives. The comprehensive process permits the integration of the sphere of municipal governance, and in Nunavik that of regional governance, to create environments conducive to active aging.

The World Health Organization identifies three pillars for active aging (specifically health, security and participation) as factors influencing the independence and sense of dignity of aging people. Fostering environments are conditions that are supportive of these three pillars, enabling the full participation of elders. Whether by way of accessible transit services that improve the mobility of those who struggle to move around or elder-only exercise times, all spheres of governance are opportunities to fight ageism and exclusion.

The Age-Friendly Municipalities process sets its sights on governance structures because it is at this level that planning decisions on living environments (social and infrastructure) and public spaces are made. It is in these environments that elders spend their daily lives and have needs. The Age-Friendly Municipalities process integrates other existing policies without any additional administrative load. The role of the different regional stakeholders in this process varies according to the level of responsibility assumed by each, including leadership, partnership or joint action, technical support for a community group, as well as project proponent. The success of the process ultimately depends on the commitment of all stakeholders to jointly focus on the wellness of Nunavik elders.

Mission

The Age-Friendly Municipalities process serves to identify the foundations and guidelines for regional decisions for building a healthy and inclusive living environment for Nunavik elders.

Summary of Regional Organizations

See Appendix 1 - Snapshot of Nunavik.



Nunavik Elders and the Age-Friendly Municipalities Process

According to the 2015 data of the Institut de la statistique du Québec (statistics), elders aged 65 and older comprise roughly 4% of Nunavik's total population of 13,204¹.

Given the upheavals of the relatively recent past, it is important to contextualize the social and historical factors that make up the life experiences of the elders targeted by this policy.

Traditionally a nomadic people, Nunavik Inuit began to move into settlements in the 1950s. It was during this period that a large proportion of today's elders were being born in igloos or tents. Today's elders would have been familiar with the traditional hunting, fishing and trapping subsistence methods practised in small, family groups, constantly on the move. These are the elderly people targeted by this policy and its attendant action plan.

The earliest permanent communities were established in the 1960s. The colonization of Northern Québec, which was drawn out over a number of decades through government policies of assimilation and resettlement, disrupted traditional ways of life. This was the period of forced family separations, residential schools, the unexplained disappearance of Inuit transported south for tuberculosis treatment, and the sled dog massacre that restricted the mobility of Inuit and access to their means of livelihood. The inevitable trauma produced has resulted in all sorts of consequences. Today's elders lived through this period.

Through the signing of the James Bay and Northern Québec Agreement in 1975, Inuit beneficiaries acquired certain exclusive rights. Notwithstanding, the lifestyle changes endured have been radical and swift. Today, elders are still being required to adapt on multiple levels. They must adjust to a wage-based economy even though few of them would ever have had regular paid employment. Governance methods require their input for administrative procedures. The speech of younger generations no longer includes familiar weather, land-based and heritage vocabulary. Younger generations have grown apart through their use of electronics promoting individualism and replacing public radio and its communal means of communication. Infrastructure designed by non-Inuit engineers is encroaching on traditional hunting trails and berry picking areas. These are some of the issues affecting Nunavik elders in the 21st century, and that this policy intends to address.

1. Institut de la statistique du Québec. (2015) Nord-du-Québec and its regional county municipalities. Viewed on January 27, 2017, on the Québec government website.







Background Information on the Age-Friendly Municipalities Process

The initial request to launch the Age-Friendly Municipalities process was made during a conference call between the Kativik Regional Government (KRG) and the Québec-government's Secrétariat aux aînés (seniors) on February 28, 2013. The agreement was translated into Inuktitut and signed on April 11, 2014. The first meeting between the KRG, the Nunavik Elders' Committee and the Carrefour action municipale et famille (CAMF) took place from October 20 to 22, 2014.

A number of obstacles became apparent at this first meeting. For example, the guide developed for the Age-Friendly Municipalities process would not be applicable. As well, general consultations would be unnecessary since there already exists an extensive corpus of studies, documentation and reports on the problems and solutions implemented over the years by a myriad of stakeholders, including Nunavik Inuit themselves.

Statistics are available on the website of the Nunivaat – Nunavik Statistics Program² operated by Université Laval. They are already somewhat dated and the populations are too small in the northern villages to draw any meaningful conclusions. Some of the most recent statistics are presented in the Snapshot of Nunavik appearing in appendix.

Each of the 14 communities of Nunavik can only be reached by airplane, boat or snowmobile. The timetable presented at the outset appeared too tight and the related travel costs too high.

Moreover, elders questioned the need for surveys to collect information and they warned against a non-Inuit approach, such as the one led by the CAMF.

^{2.} Université Laval, Online, http://www.nunivaat.org/



In order to overcome some of these obstacles, a videoconference was organized between the mayor of one northern village and two CAMF representatives. The elected official underscored the already heavy workload of mayors and doubted that elders issues were a municipal responsibility.

Meetings were subsequently organized with members of the Nunavik Elders' Committee. The representatives understood the need to endorse the process and to play an active role. One Committee member, Elashuk – a highly respected elder, welcomed the initiative and the Age-Friendly Municipalities process in these words: "some elders are isolated and have been abandoned to the point where they are now just waiting to die". Other Committee members provided the following reasons:

- > The Age-Friendly Municipalities process targets elders specifically. We must participate. Our needs are very great indeed;
- > The Age-Friendly Municipalities process is a comprehensive initiative, integrating many interrelated factors;
- > The Age-Friendly Municipalities process promotes concrete actions;
- > Although the agreement is with the Québec government, through the Secrétariat aux aînés (seniors) and with assistance provided by the CAMF according to the different stages, the Age-Friendly Municipalities process can take into account the distinct realities of each municipality or of the regional county municipality in which it is set;
- Nunavik Inuit will be the first Aboriginal community to obtain certification under the Age-Friendly Municipalities process and to receive recognition from the World Health Organization for adopting and implementing a policy and action plan on active aging.

These meetings with the Nunavik Elders' Committee in collaboration with the KRG led to a consensus: continue the Age-Friendly Municipalities process while adapting it to Nunavik realities. Support for the project was confirmed and the project was continued according to the following parameters:

- > Elders themselves would direct the process;
- > The process would be carried out in Inuktitut;
- > Proposed solutions would respond to actual and daily needs;
- > Concrete actions and not just words would be the ultimate goal of the process.

A communication strategy prepared by the KRG Communications Section lined up interviews on public and community networks. The Nunavik Elders' Committee became the lead in the regional Age-Friendly Municipalities process. A release prepared for the communities emphasized that the process was being implemented by and for Nunavik elders.



Subsequently, meetings were organized with various regional stakeholders and organizations in order to clarify their mandates and prepare a list of past actions responding to elders' needs in Nunavik. These meetings were attended by members of the Nunavik Elders' Committee, who were able to ask questions and provide feedback on behalf of Nunavik elders. With the exception of one trans-sectoral and multi-stakeholder meeting in Kuujjuaq, the regional meetings validated the existence or absence of organizational concerns regarding elders. The interrelated nature of the factors affecting elders' lives were not necessarily apparent at this stage since the information, though quite useful, remained sector-based.

Adjustments made to take into account various northern realities that arose over the course of the project, whether related to language, remoteness or stakeholder availabilities, resulted time after time in changes to the work methods. Information collection tools were revised and meeting contents adapted for immediate needs. By way of compromise, it was agreed that the regional process would run separately from the local processes.

New information collection surveys were prepared for trips to the communities. The trips were led by the KRG Elder Issues Counsellor and a member of the Nunavik Elders' Committee. Focus on elders' needs, renewed emphasis on respect for elders and intergenerational relations as well as improved community involvement, bolstered by the Age-Friendly Municipalities process, are all messages that were positively received in the communities visited. The follow-up reports demonstrate that these community visits transformed into local awareness building experiences. The reach of these meetings was extended through local radio broadcasts and meetings with students in the schools.

On the regional level, sector-based meetings fed by elders questions and comments identified problems in different spheres of governance. A review of existing documentation served to highlight problematic issues, which reappear in one report after another and, in a number of cases, are in line with the feedback provided by members of the Nunavik Elders' Committee.

Last but not least, the final stage of analysis produced a profile of the region. The light shed on the duties and responsibilities of administrative and political organizations as well as institutional partners clarified the functioning of these institutional, political and community structures. This clarification of the roles of the different stakeholders moreover elucidated some of the dissatisfaction expressed and experienced by Nunavik elders.

In order to streamline the reading of this elders' policy, an in-depth description of the region is presented in the Snapshot of Nunavik appearing in appendix.

2 Dada

Component Parts of the Elders' Policy

The Age-Friendly Municipalities process promotes the partial re-empowerment of elders over the conditions determining the quality of their living environments. Through a process of questioning and statements on the part of participants, the component parts of a policy were identified and then moulded into an action plan ready for implementation. The active participation of elders is a critical condition for the success of this kind of collective, collaborative and generally trans-sectoral process.

Principles

This elders' policy and its attendant action plan are founded on a small number of principles that were expressed over and over again throughout the entire process.

Decisions concerning the implementation of the policy must be guided by the following principles:

- > Combat all forms of ageism by promoting the social and community inclusion of elders;
- > Ensure that elders have the means to speak out on their concerns and expectations, and to propose solutions;
- > Reaffirm respect for elders and intergenerational relations;
- > Combat intergenerational conflict by rebuilding bridges with younger generations;
- Accompany elders in a changing world by ensuring the transfer between generations of traditional, technological and scientific knowledge;
- > Ensure that Inuit culture is the centrepiece of harmonious collaboration between Inuit and non-Inuit.



Orientations

As the process progressed, elders gained confidence and stated their expectations with more and more clarity. They expressed certain stipulations that they felt should guide decision-making in their respective living environments.

- Accountability: When decisions are made by committees or elected representatives, there must be concrete follow-up;
- > Representative responsibility: When an individual represents a group or category of persons, that individual must report to the members of the group or the category on information he/she obtains;
- > Honesty: Elected representatives must conduct themselves in an exemplary manner; power does not justify improper behaviour.





The values held by elders characterize them in a special way. These values imbue their perception of their living experiences and were evident in the collaborative work of the members of the Nunavik Elders' Committee as they explored and discussed means for improving the living conditions and well-being of Nunavik elders. This policy and its attendant action plan are built on these values.

- > Pride;
- > Respect;
- > Inclusion;
- > Cooperation;
- > Resilience;
- > Heirs to Inuit heritage.

Definition of Inuit Elders

The values confirmed by the participants are in line with the definition of Inuit elders that formed gradually over the course of the working sessions. It was not produced at a single sitting, but emerged through discussion and reflection.

Inuit elders are recognized for their knowledge of the land, their place in their families, and their role in preserving and transferring knowledge about Inuit language and culture. The land is the habitats and the resources that support Inuit. Family is about both those who came before (ancestors) and those who will continue after (descendants). The responsibility of elders is therefore to transmit the practices and knowledge of Inuit in a way that expresses the pride and resilience of the Inuit people.

There are two specific terms in Inuktitut to designate an elder. *Inummarik* is used in the Hudson Bay region and means a complete person; who is accomplished and capable'. In the Ungava Bay region, *Inuvunga* is used. It is a statement "I am Inuk. I am alive". Both terms are consistent with the values identified by elder participants.

This elders' policy and its attendant action plan are a promise of hope and wellness on the part of the participants in the process. The participants have been committed to the process and are counting on the implementation of the action plan to generate real benefits.

Part 2

Regional Diagnosis

Spearheaded by the KRG in partnership with the Nunavik Elders' Committee, the Age-Friendly Municipalities process identified measures under the nine thematic focuses of the action plan. Each thematic focus was discussed and the actions ratified by the Nunavik Elders' Committee. Whether referring to intensified technological training, additional local recreational activities or meaningful radio broadcasts, the purpose of all the actions retained in the action plan is to fill the gaps that adversely affect the security or the participation of Nunavik elders.

The regional diagnosis presents the findings of analysis on factors identified through the process and for which it is possible to take action to improve the living environment and wellness of elders. Responses to problematic issues will lead to improvements in living conditions and generate participative opportunities in their communities according to their abilities. Without any doubt, elders' health conditions and profiles are variable; nonetheless, their participation influences activities in their respective communities. Combat exclusion, promote the involvement of the elderly, and build inclusive communities through fostering environments: these are the purposes of the regional diagnosis which sheds light on the different issues that must dealt with.

The comprehensive outlook defined by the World Health Organization regarding aging is the framework applied to revisit the issues arising from each of the spheres of governance in Nunavik. Issues are problematic factors under each thematic focus that impact on the health, security and participation of elders, and limit the quality of their daily lives. The issues under each of the thematic focuses results in consequences that exclude elders or minimize their contribution to their communities. Proper identification and understanding of these issues translate into concrete actions that can serve to transform the situation and introduce winning conditions, both for elders and their communities.

A corpus drawn from three sources has been used to prepare the regional diagnosis: sector-based meetings with regional stakeholders, existing documentation, and the Snapshot of the Nunavik appearing in appendix. The diagnosis provides descriptions of the problematic issues in the following spheres of governance: communication and information; development, infrastructure and mobility; recreational activities and pastimes; culture; safety; food access and security; community support and social participation, as well as housing.



Communication and Information

The dissemination of information is a major issue since this cross-cutting problem is present in every sphere of governance. Communication shortfalls are apparent even between the different departments of the KRG, as well as between regional partners and the central administrative body. Organizations and departments seem to be more focused on their own sector-related objectives and programs. This communication challenge is amplified by the use of two dialects in the same territory (Hudson and Ungava). For its part, the Age-Friendly Municipalities process advocates reciprocal relations between all stakeholders so as to jointly improve conditions for the wellness of elders. This suggests the need for the development of internal and external tools to achieve the objectives of coherency and sharing regarding information.

The Snapshot of Nunavik appearing in appendix describes and explains the nature of interactions between regional organizations. It reveals structural segmentation, where there appears to be no formal links to ensure the circulation of information among regional partners. As a result, information does not reach elders and they are unable to observe the application of concrete measures arising from their interventions. One objective of this elders' policy is to implement means for elders to speak out and to follow-up on their interventions. This objective requires collaboration between the myriad of regional stakeholders on common issues and concrete responses. The actions set out in the action plan aim to introduce structural coherence between the parties and encourage them to work together to improve the quality of living of Nunavik elders.



The actions proposed under the thematic focus of Communication and Information are necessarily found among the other thematic focuses of the action plan. These actions are one of two types: create a systematic channel for elder access to information (i.e. a one-stop service for information that concerns them); and adopt an internal information network that integrates elders' input throughout the regional administrative and budgetary chain.

Elders themselves illustrated best the situation of structural segmentation existing between decision-making organizations, and for which they must pay the price since the consequences are felt locally. A few of the examples identified over the course of the process are: the distance between public services and residences; contractors who disregard a residence design selected by elders; and housing pads constructed of sand instead of gravel. The adoption of a comprehensive and ongoing link between administrative, institutional and community partners is essential to produce conditions conducive to the wellness of elders. Such a link can be achieved through formal information networks.

A final element, but not the least important, deserves special attention. Elders live on the margins of a rapidly changing socio-economic system. They are aware and recognize the serious financial-literacy³ weaknesses of many of their fellow elders. Their lack of knowledge regarding daily financial transactions limits their functional independence. Elders must be transferred skills to guard themselves against fraud and to help them feel in control. Tailored information and training sessions in Inuktitut could instill basic knowledge of taxation, retirement income, insurance and driver's licence matters, as well as allow them to correct inaccurate spellings of their names. The absence of concrete tools for them to negotiate financial or economic matters accentuates their social marginalization and, in the case of some, consigns them to isolation. The capacity to complete day-to-day transactions in the same manner as younger individuals would demonstrate adaptation to the current system and correspondingly mitigate the perception of diminishing worth held by some regarding their contributions to society, contributions which are needless to say essential.

^{3.} National Initiative for the Care of the Elderly (NICE).





Development, Infrastructure and Mobility

Elders have a rich knowledge of the land. Their expertise during consultations on land use planning for regional and local master plans is indispensable. Elders have knowledge of danger zones where landslides or ground settling may occur, of variable stream levels, of hunting and trapping areas that require protection, and of the locations of productive berry patches. This information is critical for the heritage-conscious regional planning and sustainable local planning that are respectful of archaeological sites and local characteristics.

KRG land use planners understand the importance of this knowledge. A mapping exercise of place names and land uses by the KRG Renewable Resources, Environment, Lands and Parks Department was a success when elders participated in the consultations. Special invitations must be addressed to elders for consultations and particular consideration given to the fact that some elders may have little formal education or be shy about speaking in front of others. Closer links between the Nunavik Elders' Committee, Taqramiut Nipingat Inc. (TNI) and the northern villages could ensure that local radio broadcasting is provided for local elders' and cultural committees.



The development of public infrastructure and services, such as roads, community buildings, residual materials management and other projects of these kinds, effect considerable transformations on the morphology of the land. Traditional knowledge transmitted from generation to generation on climatic, geological and hydric characteristics could be employed by project engineers and other professionals to avoid planning or development errors. Elders should therefore be integrated into project working committees at the design stage. Elders expressed reserves on topics ranging from the routes laid out for certain roads to the incomplete treatment of sewage in certain wastewater lagoons and the placement of certain landfill sites allow the smoke and odours of burned waste to carry towards the nearby communities. Information sharing between public infrastructure and service development organizations regarding project objectives and elders regarding traditional knowledge should be fostered. This collaboration is all the more important given the major investments in these projects and the growing impacts of global warming in the north.

A revision of the Master Plan for Land Use in the Kativik Region with a time horizon of 2035 is currently underway. The revision is incorporating components such as the conservation of important natural environments, the identification of historical and archaeological sites, as well as public safety and mobility factors. The region's population is growing. At the same time, alterations to land and sea brought about by ice melt, permafrost thawing and changing waterways necessitate organic cooperation between traditional and scientific knowledge. The Nunavik Elders' Committee has pointed out the importance of linking science and heritage to development in the region. To this end, it is important that elders be informed of development projects at their initial stages so they can be integrated into the working committees and inject the traditional values which they are responsible for safeguarding.

Disciplined and thorough community planning, the professional expertise invested in public infrastructure construction and the work of multiparty housing committees are not at issue. Elders have nonetheless noted shortfalls between the results observed in their different communities and their real daily needs. The planning and organization of living environments, the construction of public infrastructure, as well as the placement and positioning of buildings suggest decision-making based on a silo-approach rather than on recognition of the interdependence of impacts on residents. Although organizations share a common purpose, i.e. to organize living environments, experience shows that they function in parallel rather than reciprocally.

The concept of active aging advocated by the World Health Organization to reconceive community development assumes special emphasis on issues of elders' mobility and access to basic services in complete security. In order to ensure that the organizational fluidity of the communities is reflected on the ground, it is important that at the outset stakeholders share a common vision and that subsequently information flows freely between the concerned stakeholders who are responsible for community development. The creation of environments that foster independence, security and social inclusion for elders will necessarily lead to collaboration between all stakeholders in a comprehensive perspective that will eventually benefit residents of all ages.



Recreational Activities and Pastimes

Inuit enjoy fun-filled gatherings, as is affirmed by the number of locally organized sports and other events. Elders share this taste for gatherings and take pleasure in group games and activities in the outdoors. Notwithstanding, except for the biennial conference organized by the Avataq Cultural Institute for elder representatives from the 14 communities, there are few events that bring elders together. Moreover, the Avataq elders' conference is threatened due to a shortfall in funding renewals.

The recreational activities currently offered by local recreation coordinators in each northern village include no options for elders. As well, existing public facilities for such gatherings have not been inventoried. Once such an inventory has been made, time slots should be reserved for elders' activities.

Auxiliary camps situated away from the different communities have been requested to allow elders to get away and unwind. These camps could also serve as emergency shelters for other travellers in case of poor weather conditions.

Culture

Preservation of Inuktitut is at the heart of elders' concerns. The transmission of the language to future generations is founded in a deep desire to maintain traditional knowledge. This knowledge is contained both in Inuit art and in the myriad of survival techniques. It has ensured the Inuit way of life despite the rugged conditions of a nomadic life in the north.

Elders are observing and fear the erosion of Inuit culture. While the language and its dialects have always been part and parcel of traditional knowledge and survival techniques, elders are concerned by the poor understanding, and even lack of interest, of younger generations in traditional practices. These diverse linguistic and cultural expressions are in fact attributes that testify to the resilience of the Inuit people. Elders would to like to reassert Inuit pride through various activities shared with younger generations.





Focus on archaeological sites and place names could promote the active participation of elders in cultural tourism. The practice of certain crafts and the demonstration of cultural activities would encourage elders to gather together and help them to generate extra income. Initiatives such as these would create opportunities for collaboration in community economic development.

Even though they view themselves as the guardians of Inuit linguistic, cultural and community heritage, elders recognize the need to adapt to new realities, introduced in particular by technology. They would like to see reciprocity develop between these realities (heritage and technology) through respectful intergenerational relations.

The division between Inuit and non-Inuit working in the region requires the implementation of awareness-building workshops on the culture, values and traditional practices of Nunavik Inuit. Aboriginal-non-Aboriginal relations could be improved if gatherings were organized for Inuit to share their traditional knowledge through song, dance, country food and games. Such gatherings would serve to mitigate prejudices and promote bridging between the two groups.

Safety

The issue of safety must be treated with tact since, regardless of the aspect in question, the action required must demonstrate social and cultural sensitivity to the social and historical factors that make up the life experiences of elders, as referred to in the preceding section of this policy. Relations with police and the use of languages other than lnuktitut in emergency situations are factors that generate feelings of insecurity among elders. The situation of grandmothers who are raising their grandchildren is particularly troubling, especially whenever oldage security cheques are received. It is important to establish as rapidly as possible resource networks in lnuktitut for emergency requests for assistance as well as to report abuse.

Although social and historical factors can explain some abusive behaviours, the intimidation and the violence faced by elders in their families and communities are strongly denounced in particular by the Saturviit Inuit Women's Association of Nunavik. Saturviit is committed to holding wrongdoers accountable. Community mediation is the favoured restorative justice mechanism, and should be introduced or intensified in every community.

Men and women elders mentioned the limited shelter resources available for them to escape from dangerous situations, beyond the reach of the financial, physical and psychological abuse they may face.

Preparedness planning in case of a major emergency or disaster should include specific measures regarding the security of elders.

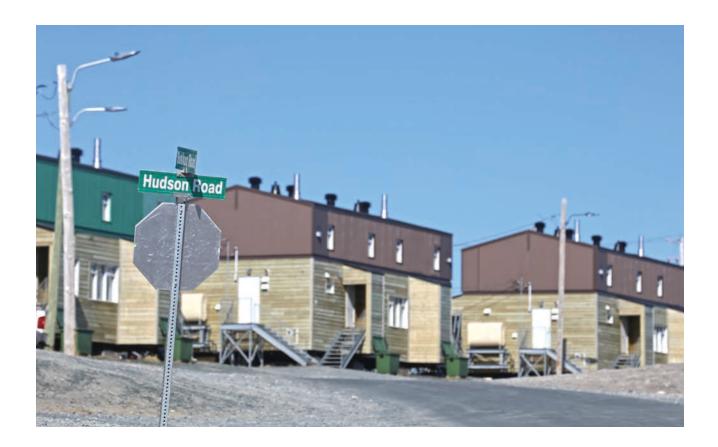


Food Access and Security

Without any doubt, elders have a marked preference for country foods, regardless of whether it is the produce of hunting, fishing or gathering. Yet, when elders are no longer able to practise these activities, they are deprived of their favourite foods. Elderly women fall into this category when the members of their immediate family are no longer capable of harvesting country food themselves. For its part, local hunter support programs receive funding provided for under Section 29 of the *James Bay and Northern Québec Agreement* for the practice of traditional activities. This funding is used to distribute harvested wildlife in the communities to the most disadvantaged.

Many factors influence the growing scarcity of traditional resources. The distances to be travelled to find migrating caribou, the impacts of climate change on hunting trails, and a poorer understanding of suitable conditions based on traditional knowledge accentuate risks for harvesters and contribute to limiting access to traditional food sources. As well, elders lament the wasting of any animal parts, perceiving such waste as a loss of traditional knowledge that has always ensured use of every part of a harvested animal.

The diversification of food sources is becoming essential in order to guarantee access to adequate and nutritious foods, particularly for the most disadvantaged. Several actions are proposed in the action plan in order to introduce new foods and promote healthy eating among elders. Community kitchens would provide opportunities to promote elder gatherings and the sharing of information on nutrition, as well as to introduce new cooking practices.





Indigenous and Northern Affairs Canada implements its Nutrition North Canada program to help alleviate the cost of transporting foodstuffs to the north. The subsidies paid are considered a tool for reducing the high cost of living and fostering access to products adapted to a changing way of life. The lists of products eligible for subsidy should be revised, taking into account elders' needs.

Women elders will be invited to advise pregnant women and young mothers on maternity traditions prior to child births, with newborns and for breastfeeding.

Community Support and Social Participation

This thematic focus of the action plan links with the thematic focus of Communications and Information. The objectives of the former will only be achieved if information is able to circulate freely among the concerned parties, specifically the KRG, the Nunavik Regional Board of Health and Social Services, the Makivik Corporation, the Nunavik Elders' Committee, TNI, and so on. Elders' involvement will rely essentially on new measures that ensure they receive information on projects right from the design phase and that this information flows freely between the concerned departments. Coherency, cooperation and the sharing of information between stakeholders involved in implementing the different actions under the action plan are the foundations of a successful Age-Friendly Municipalities process. The proposed tools are intended to help elders to speak out and combat the social exclusion experienced by many. The main issue under this thematic focus is building inclusive communities, in which elders will feel themselves to be more integrated, ensuring that their presence and participation are sources of dignity, despite their aging.



To this end, elders must be adequately equipped with skills to independently adjust to current economic and technological realities. At the same time, elders continue to want to play a role transmitting to younger generations the cultural and traditional knowledge they are responsible for safeguarding.

The notion of active aging, as defined by the World Health Organization, relies on integrated and comprehensive cooperation between governance structures to build environments that are conducive to the health, security and involvement of elders. The goal of achieving the inclusion of Nunavik elders is based entirely on this premise.

Housing

The thematic focus of Housing is one of the most complicated and difficult. Housing overcrowding in Nunavik has been repeatedly criticized. The shortages of housing as well as the unhealthy condition of some dwellings result in restricted access to affordable and adequate housing. Housing conditions are identified among the causes of elder abuse and mistreatment.

In Nunavik, the housing market consists for the most part of social housing. Tenants pay rent that is proportional to their income. As the income sources of Nunavik elders are mainly old age security benefits and an additional amount (\$1500 yearly) received by Inuit elders of the *James Bay and Northern Québec Agreement* under the regional Elders' Assistance program administered by the KRG, annual income for most elders is below \$20,000. If the elder is considered a head of household and he/she has income equal to or less than \$20,000, monthly rent is set at \$100. For every \$1000 of income above \$20,000, an amount of \$20 is added to the monthly rent. Wage-earning children of elders living under the same roof may have significantly higher incomes than their elders. However, as long as the basic conditions are maintained (i.e. a ceiling of \$20,000 and the elder declares him/herself a head of household), monthly rent is maintained at \$100.





These conditions, which are frequently discussed by elder representatives, pose a problem. Undue pressure is often placed on elders to declare themselves heads of household and to assume the monthly rent payments, even though the other members of the household earn much higher incomes. The minimal income received by elders arouses envy and even leads to abuse on the part of other members of the household who demand some or all of the elder's income, often to buy alcohol or drugs. As a result, elders are deprived of adequate money to feed themselves. Situations such as these are in fact typical for a number of elderly grandmothers whose grandchildren live with them.

Despite the problems posed, social housing is a reality for a majority of Inuit and, especially, for elders whose socio-economic situation is precarious. The Kativik Municipal Housing Bureau (KMHB) is responsible for managing the region's social housing stock. Unlike other municipal housing bureaux in Québec, the KMHB has very little power to recover rent arrears. The lack of financial reserves to cover the maintenance costs of the existing housing stock and units lost to fire every year results in deterioration in housing conditions. The low income of elders, the KMHB's annual deficit budgets and the dispute over annual minimum rent hikes which are considered unfair are all factors that together explain, in part at least, the problematics related to sufficient, accessible and affordable housing in Nunavik.

Moreover, where an elderly person might consider moving to a seniors' residence for security reasons, the monthly rent rises to \$450. Confined in social housing, with no alternatives or safe retirement settings, the real risk of physical, psychological and financial abuse increases exponentially.

One of the rare options is to enter a residential facility, like the one constructed in the renovated school in Kangiqsualujjuaq with 17 separate apartments. The problem with such a facility, however, is that staff must be employed around the clock to prevent vandalism. This service matches no budgetary item among concerned organizations. As regards seniors' residences, staff turnover is high and services unpredictable. These conditions generate a feeling of insecurity for both residents and their families.

Other problems also exist under the thematic focus of Housing. Annual housing construction subsidies paid by the two levels of government according to specific departmental budgets do not necessarily match the amounts demanded by stakeholders, even while the growth of the population in the north is accelerating.

From an elder's point of view, the design of newly constructed homes is problematic. Contractors show complete disregard for designs that accommodate lnuit culture and values. Elders are also concerned with the quality and durability of new dwellings constructed without any attention paid to the adverse impacts of climate change. They seriously question as well the use of sand instead of gravel to construct housing pads. Sand pads can shift, destabilizing the foundations of newly constructed dwellings.

It would appear that faced with a choice between dwelling quality or numbers, contractors opt for the latter. In addition, because there are few construction contractors in the north and the shipping of construction materials is expensive, total construction costs are exorbitant.



Finally, the housing crisis, the negative impacts of climate change, a specialized workforce requiring training, and a limited pool of construction contractors are all factors that, combined, require a realignment of housing construction parameters. Joint planning on the part of all stakeholders (community development, infrastructure development, as well as residential and public building construction) would lead to the identification of integrated measures adapted to the many transformations taking place in Nunavik.

Elders recognize the need for a combination of science and traditional knowledge to deal with these changes. Local landholding corporations which include elder representation as well as the Nunavik Elders' Association are appropriate partners to lead joint action on the part of stakeholders responsible for housing development. An inclusive forum covering social and infrastructure components could examine the problematic issues raised in order to develop a joint and integrated response. The KRG (which has responsibility for regional development), the Makivik Corporation (which is involved in development and has construction activities), the KMHB and Université Laval researchers could all cooperate to explore adaptive strategies. In this manner, elders would become the core for mobilization on issues affecting their lives (i.e. participation in housing construction parameter planning) for their own benefit as well as for the benefit of their communities.



Action Plan

The contents of the action plan were discussed and approved by the Nunavik Elders' Committee in November 2016. The purpose of the actions is to create environments conducive to the wellness of elders. The actions were arrived at through analysis of the problematic issues identified and with ideas collected over the course of the process.

For an entire week, the Nunavik Elders' Committee reviewed, discussed and proposed enhancements to the draft actions until consensus was reached by the participants. Elder representatives of the Hudson Bay coast, the Hudson Strait coast and the Ungava Bay coast, as well as a Saturviit Inuit Women's Association of Nunavik and two local cultural committee representatives selected on behalf of Nunavik elders which actions to retain in the three-year regional action plan.

The implementation of the action plan will promote concrete actions that give elders a voice and tools to play an active role in their communities regardless of their age.





Communications Strategy

See Appendix 2 - Communications Strategy.

Contents

Each action has been assigned a number for identification purposes and to connect it to one or more issues. The objectives provide a more general justification of the nature of the targeted change. Leads for the different actions have been indicated according to their function in the regional governance structure or their capacity to contribute to the implementation of the action. Indicators and timetables will be added jointly by the KRG and the concerned partners so that the Nunavik Elders' Committee is able to track the progress of implementation of the action plan.

See Appendix 3 - Matrix of Objectives and Actions.

Appendix 1

Snapshot of Nunavik

The Land

Nunavik means "the vast land", pronounced *nunavimmiutitut* in Inuktitut, the mother tongue of Nunavik Inuit. For centuries, Nunavik Inuit were a migratory people who travelled throughout the territory according to their subsistence needs and eventually opportunities with fur-trading companies as they opened posts in the north. Sedentation began in the 1950s and 1960s and upset the long nomadic tradition of Inuit families. Community services during this period were limited and translated into the establishment of cooperatives by the 1960s. In the 1970s, community residents were increasingly involved in service delivery until the signing of the *James Bay and Northern Québec Agreement* (JBNQA) in 1975. Since then, the legal ramifications of this political and land claims agreement have not ceased to evolve.

Nunavik is the northernmost region of Québec, covering the territory north of the 55th parallel, bordered by Hudson Bay to the west, Hudson Strait to the north and Ungava Bay to the east. It is largely tundra. The region's residents live in 14 coastal Inuit communities. Pursuant to the JBNQA and the *Act respecting Northern Villages and the Kativik Regional Government* (Kativik Act), the communities fit into a municipal regime, similar to the regime for municipalities elsewhere in Québec. Situated on the west coast of Ungava Bay, Aupaluk is the smallest community with a population of 205. The region's administrative centre, Kuujjuaq, had a population of 2576, in 2016.

Administrative and Political Governance

Pursuant to the JBNQA, the Kativik Regional Government (KRG) was established in 1978 to deliver public services to residents in the region. The main offices of the KRG are located in Kuujjuaq.

The KRG consolidates a range of human and financial resources that permit the delivery of programs and services in the territory under its jurisdiction and contribute to local and regional development. These programs and services relate to recreation, public works, land use planning, telecommunications, transportation and residual materials management, among others. The KRG executes agreements signed with both levels of government. In accordance with this administrative framework the Secrétariat aux aînés (seniors) at the Ministère de la



Famille (families) entered into an agreement with the KRG concerning the implementation of the Age-Friendly Municipalities process. The KRG Regional and Local Development Department was made responsible for leading the process among internal KRG departments, concerned regional stakeholders and elders.

The political and administrative functions of the KRG resemble those of a regional county municipality, but the similarities stop there. The JBNQA provides for a two-level governance structure for the region. In addition to the regional level, the Kativik Act assigns the region's 14 coastal communities a status similar to municipalities elsewhere in Québec. The northern villages are responsible for wastewater treatment, drinking water supply, garbage collection, community planning, recreational and cultural opportunities, and all the other regulatory duties normally delegated to municipalities. Notwithstanding, the geophysical and historical realities of the north differ greatly from those of the south. Even while they are subject to the municipal governance rules set by the province, the northern villages are relatively young and, to varying degrees, rely on KRG expertise for technical, accounting and management-assistance support. The website of the Ministère des Affaires municipales et de l'Occupation du territoire (municipal affairs and land occupancy) recognizes that the political and administrative responsibilities of the KRG are not comparable with those of any other level of entity in Québec (http://www.mamot.gouv.qc.ca. 17-01-15).

As the KRG derives its legitimacy from the JBNQA and the Kativik Act, its decisions and orientations are made by a council comprising representatives of the municipalities of the region. The members of the KRG Council meet on a quarterly basis. Specifically, the members are one elected representative of each of the 14 northern villages, the chief of the Naskapi village of Kawawachikamach, as well as a chairperson and vice-chairperson. The Council exercises the powers, responsibilities and mandates of the KRG provided under the Kativik Act and through agreements with the northern villages and the governments of Canada and Québec. The Council appoints a five-member Executive Committee which is responsible for the management of KRG affairs.





Regional Organizations

In addition to these two levels of regional and local government, it is important to name and understand the distinct roles of some other organizations in the region. These include institutional and community stakeholders with activities that touch on the lives of elders. Through descriptions of their missions and the dynamics of their interactions, it is possible to gain awareness of the nature of the factors acting on the physical and social environments of elders.

The **Makivik Corporation** is a political interlocutor that, since the very creation of the KRG, the Nunavik Regional Board of Health and Social Services, and the Kativik School Board, has held that these three institutions represent the core of an eventual autonomous government for the region. A political and socio-economic organization, the Makivik Corporation has a mandate to protect Nunavik Inuit rights and interests, to administer financial compensation provided for under the JBNQA, and to negotiate the land claims of Nunavik Inuit. The Makivik Corporation is also a major economic development and job creation player. It has demonstrated its business acumen through the creation of successful Inuit businesses, including in construction and transportation. The Makivik Corporation works closely with local landholding corporations which are responsible for managing category I lands owned by the Inuit communities pursuant to the JBNQA.

The **Nunavik Regional Board of Health and Social Services** is a public agency created in 1978 pursuant to the JBNQA. It is responsible for delivering health and social services to all the residents of the region, Inuit and non-Inuit, through two health centres in Kuujjuaq and Puvirnituq, and CLSCs in every community.



The **Kativik School Board** (KSB) is the public agency responsible for operating elementary and secondary schools in the 14 northern villages. Inuktitut is the language of instruction from kindergarten to the end of grade 3, and in culture and language classes until the end of secondary. Inuit and non-Inuit attend classes together. The KSB also delivers adult education and specialized vocational training.

The **Avataq Cultural Institute** was established in 1980 and is the leading guardian of Nunavik Inuit culture, language, as well as historical and archaeological knowledge. It is a non-profit organization dedicated to preserving and promoting the rich heritage of Nunavik Inuit. Avataq receives its mandate directly from Nunavik Inuit at biennial elders' conferences. Its head office is located in Inukjuak and it has an administrative office in Montreal. In 2013, Avataq created the Nunavik Elders Communications Units Projects, which set up computer workstations in the offices of the 14 northern villages and provided computer-literacy training to elders.

The **Nunavik Elders' Committee** was created by the KRG in 2006 as a forum for elder representatives who could speak on behalf of Nunavik elders on the Québec, Canadian and international stages.

The **Kativik Municipal Housing Bureau** (KMHB) administers social housing in the region. Social housing comprises the large majority of the regional housing market. Local landholding corporations have responsibility for approving lots for both public and residential buildings.

The **Kativik Regional Police Force** (KRPF) delivers policing services in all the communities. It is also responsible for civil security.





Taqramiut Nipingat Inc. (TNI) is a non-profit organization whose administrative structures were consolidated with the signing of the JBNQA in 1975. TNI seeks to connect residents via radio broadcasting to their communities and their regional organizations. Forged with the support of the Northern Québec Inuit Association and the Federation of Cooperatives of Northern Québec, this network established an independent Voice of the North, *taqramiut nipingat* in Inuktitut. In the beginning, TNI was able to count on the support of local community councils. In 1978, the corporation created a functional radio broadcasting station at Salluit. In 1980, a television studio was added and permitted the first independent television broadcasts in the north. Since 2016, with the implementation of new technology and the creation of two subsidiary companies, TNI has the capacity to broadcast over the Internet, enabling its Inuktitut are broadcast locally and regionally and, via the Internet, around the world.

The Federation of Cooperatives of Northern Québec

Excerpt from www.fcnq.ca

La Fédération des coopératives du Nouveau-Québec is owned by its fourteen member co-ops in the Inuit communities of the Hudson and Ungava coasts of Northern-Québec, or Nunavik, as this region is now called. FCNQ was established in 1967 to provide the rapidly growing cooperative movement with more effective powers and services to help attain their vision – Atautsikut/Together – working to develop as a people, leaving none behind.





A number of community-based associations with a regional scope directly and indirectly influence the quality of life and well-being of Inuit elders. Understanding of the effects of their respective activities as well as of the dynamics of their interactions with other associations and organizations and with elders shed light on the nature of social and physical factors that need to be addressed through the Age-Friendly Municipalities process. These factors are discussed in more detail in the Regional Diagnosis section of this policy.

The **Anguvigak Hunting, Fishing and Trapping Association** represents the interests of Inuit wildlife harvesters in Nunavik.

The **Unaaq Men's Association** of Inukjuak has a mission to build bridges between generations, help elders to find paid employment, and encourage opportunities for elders to teach youth and for youth to assist elders.

The **Saturviit Inuit Women's Association of Nunavik** was created in 2006 to advocate on behalf of Inuit women of all ages and from the 14 communities. A public declaration condemning abuse and violence is one of the major achievements of this forum. *Saturviit* means "those who provide hope".

Local Services and Resources

There are two health centres operating in the region. The Inuulitsivik Health Centre is located in Puvirnituq and delivers services to the Hudson coast communities. The Ungava Tulattavik Health Centre is located in Kuujjuaq and delivers services to the Ungava coast communities. Healthcare and social services are delivered through the Québec healthcare system, though they are adapted to northern realities. Each of the 14 northern villages possesses a CLSC. Staffing varies and normally includes a nurse, a social worker, a wellness worker, a dietitian, a community development officer and a homecare supervisor.

Elementary and secondary schools are present in the 14 northern villages. At least one member of the administrative staff team of each school speaks Inuktitut and can participate in intergenerational activities promoted by the KSB. Most Inuit youth have sufficient technological skills to be able to assist elders. Adult education centres deliver different vocational training programs.

The KRPF assigns at least three officers in every northern village.

The KMHB employs community officers who perform in-community duties, such as preparing leases, collecting rent and resolving tenant disputes. The Société d'habitation du Québec (housing corporation) is the KMHB's partner and employs travelling teams to ensure healthy conditions and the proper maintenance of dwellings.



The KRG maintains one local employment officer in every community with funding provided by the Ministère du Travail, de l'Emploi et de la Solidarité sociale (labour, employment and social solidarity).

The Avataq Cultural Institute supports local cultural committees in every community with majority elder participation. Some committees are more active than others. Avataq organizes biennial cultural meetings.

Landholding corporations are involved in local development and other matters. Elders normally sit on their boards of directors. The Nunavik Landholding Corporations Association coordinates common issues.

Each community possesses a local radio station. These radio stations are the main method for disseminating information on activities, projects, invitations to social events and even items for sale or trade. Family messages are also often delivered over local airwaves.

Each northern village delivers Usijiit para- and public-transit services. Para-transit services are particularly important for individuals with decreasing independence, including elders. In most communities, Usijiit services are available on-call.

Local auxiliary women's groups act in their communities to provide assistance to residents in need.



Background Information on Regional Support for Elders

Elders in Nunavik - Description of Various Assistance Delivered by Regional Organizations

NUNAVIK REGIONAL BOARD OF HEALTH AND SOCIAL SERVICES (NRBHSS)	 Advocacy: Regional campaigns to promote the role of elders' in their communities (World Elder Abuse Awareness Day in June; International Day of Older Persons in October). Elders' abuse prevention: Activities based on Inuit values and practices. Home and community care program: Delivered in every community according to resources. One coordinator for Hudson coast communities and a second for Ungava coast communities.
KATIVIK REGIONAL GOVERNMENT (KRG)	In its capacity as the body responsible for acting in regional development matters in the Kativik sector of the Nord-du-Québec administrative region, the KRG is an essential contributor to regional development. Through its Regional and Local Department, the KRG has a mandate to foster awareness of the needs of elders and to improve their living conditions in close collaboration with the Nunavik Elders' Committee. Advocacy: Voicing the concerns of elders regarding housing, food security, physical security, etc. Identifying important elders' issues and recommending improvements. Promoting elders' involvement in their communities, intergenerational solidarity and openness to diversity.
AVATAQ CULTURAL INSTITUTE	Avataq has no specific programs or services for elders. Avataq is a cultural resource for Nunavik Inuit which draws a good deal of its expertise and traditional knowledge from elders participation. Areas of knowledge: Genealogy : Program started in the mid-1980s because elders feared descendants would inter-marry if no record was made of relations. Traditional medicine : Although no longer widely practised, many elders still recall traditional remedies.



Respite and emergency care: Delivery of respite care for those who care for elders.

Elders' residences: Delivery of support for community groups responsible for elders' residences, such as training for boards of directors (non-profit organizations); staff training and operational funding. **Public health**: Organization of community initiatives, such as food preparation and delivery to elders, as well as training and financial support.

List prepared by the KRG Regional and Local Development Department. For more information, contact the NRBHSS Communications Section at 819-964-2222, ext. 258.

Representations and consultation: Making official representations on elders' issues to the Québec government, regional organizations and researchers.

Age-Friendly Municipalities: With the Carrefour action municipale et famille (CAMF) and the NRBHSS, delivery of assistance to the northern villages to develop local policies promoting better living for elders.

Special elders' projects: With Avataq, the Makivik Corporation and the NRBHSS recommend elders' projects to receive funding under an agreement concerning the adaptation of regional services and infrastructure to improve living conditions between the KRG and the Québec government.

Traditional knowledge: Of the land, rivers, sea ice, and general hunting skills for small and big game. Of how to butcher animals and ensure maximum use (example: different skinning techniques for the preparation of different styles of parkas).

Language (Inuktitut) and identity: Many initiatives. **Employment support:** Special projects, such as assistance on the biography of the renowned soapstone carver, Lucassie Echalook.

Local cultural committees: The success of committees varies according to the community. Elders make up a majority of committee members.

Elders Conference: Organized every other year by Avataq. Elders participate in discussions on cultural issues and establish new initiatives.

Communications Strategy

MFE/MADA:

MEDIA STRATEGY	ACTION	MEDIUM	ANGLE
	Radio Messages	Local FM radio	TBD on a need basis
	Interviews	TNI	Announce the adoption of the Nunavik Policy on Elders by spokesperson
		CBC	Announce the adoption of the Nunavik Policy on Elders by spokesperson
	Press Release	KRG website	Announce the adoption of the Nunavik Policy on Elders by spokesperson
	Content Updates	KRG website	Announce the adoption of the Nunavik Policy on Elders by spokesperson
			Publish a photo gallery if relevant
EXTERNAL COMMUNICATION	Message	TBD	(Gov QC, MSSS, Elder secretariat, AQDR)
INTERNAL COMMUNICATION	Message	Monthly update of KRG intranet	Announce highlights and photo gallery when relevant



	AUDIENCE	DATES	LEAD	STATUS
		TBD	KRG Comms - RLD Department	
		July 2018		
	General Population	July 2018		
		July 2018		
		July 2018		
		TBD		
	General Population	TBD	KRG Comms - RLD Department	
	KRG Employees	TBD	KRG Comms - RLD Department	

KATIVIK REGIONAL GOVERNMENT (KRG'S) SENIORS' POLICY: ACTION PLAN Matrix of Objectives and Actions

OBJECTIVE	LEAD ORGANIZATION
Attaining Autonomy and Economic Inclusion	Makivik Corporation
Attaining Autonomy and Economic Inclusion	Kativik School Board
Attaining Autonomy and Economic Inclusion	Kativik Regional Government
Attaining Autonomy and Social Inclusion	Kativik Regional Government
Attaining Autonomy and Social Inclusion	Local CLSC
Encouraging Elder Autonomy and Participation	Kativik Regional Government
Ensuring Elder Participation and Enhancing a Sense of Belonging	Nunavik Round Table on Elders
Favour Social Inclusion Through Technology	Nunavik Round Table on Elders



	 19-31 32-43 	AXISCommunication and InformationImage: Signal AxisFood AccessAXISCommunity Support and Social ParticipationImage: Signal AxisAXISHousingAXISCultureImage: Signal AxisSafetyAXISCultureImage: Signal AxisSports and Figure Axis	
	∜⊘ 44-51	AXIS Development, Infrastructure and Mobility ACTION	
R	1	Facilitate income tax returns	
R	2	Help elders in understanding and managing financial transistions (finad	cial literacy)
R	3	Assist elders with financial management and security measures	
<u>R</u>	4	 Assist Inuit elders in updating documents to clarify status and identity Update birth certificates and passports Deal with OAS, QPP and other social transfers 	:
R	5	Assist in obtaining, replacing or renewing Health Cards	
R	6	Update the Nunavik Elders' Resource and Service Guide, and promote particularly on International Elders' Day (October 1).	the publication,
R	7	Optimize communications to elders concerning issues which affect the be achieved through local FM stations as well as a special website (nur	
R	8	Prepare and deliver training on new media in each of Nunavik's 14 com Develop regular local schedules for technological assistance and public the timetable.	



OBJECTIVE	LEAD ORGANIZATION
Favour Social Inclusion Through Technology	Kativik Regional Government
Guarantee Safe and Dignified Conditions for Elder Mobility	Air Inuit
Leveraging Elder's Knowledge	Nunavik Regional Board of Health and Social Services
Promotion of Elders Inclusiveness	Taqramiut Nipingat Inc.
Promotion of Elders Inclusiveness	Taqramiut Nipingat Inc.
Share Intergenerational Knowledge	Nunavik Round Table on Elders
Supporting Elders' Needs Through Public Advocacy	KRG-HSP
Supporting Elders' Needs Through Public Advocacy	Nunavik Round Table on Elders
Value Elders Contributions and Build a Sense of Belonging	Avataq Cultural Institute
Promotion of Elders Inclusiveness Share Intergenerational Knowledge Supporting Elders' Needs Through Public Advocacy Supporting Elders' Needs Through Public Advocacy Value Elders Contributions and Build a Sense	Taqramiut Nipingat Inc. Nunavik Round Table on Elders KRG-HSP Nunavik Round Table on Elders



ACTION Create a dedicated elders website as a centralized tool for organizing and disseminating information to elders (nunavikafc.com). This portal will contain a calendar of events 9 and issues pertinent to elders. A second but separate website will be established for women elders. Inform wheelchair-bound elders that help in boarding airlines is available. Produce a video illustrating best practices in food production, distribution and sharing based on Kangiqsualujjuaq's successful experience in this regard. Announce scheduled airing of elder-friendly productions and radio specials Get an additional hour of Inuktitut television programming Upload personalized video productions promoting and sharing traditional knowledge to Facebook and YouTube. Produce a radio/television program to remind Nunavimmiut of the original intention of the Hunter Support Program under the JBNQA and the responsibility towards elders. Write a letter of endorsement to the mayors and Kativik Regional Government 16 reinforcing the importance of the Hunter Support Program's food sharing objective Create a set of adapted media products by elders, such as Inuktitut instruction, the demonstration of traditional skills, elders' stories, story telling, etc.



OBJECTIVE	LEAD ORGANIZATION
Valuing Elder's Contributions	Nunavik Round Table on Elders
Benefitting Elders from Proceeds on Land Claims Investment	Makivik Corporation
Favour Community Involvement	NRBHSS
Foster Intergenerational Governance Models	NRBHSS
Foster Intergenerational Governance Models	Kativik Regional Government
Improved Health and Well-being	Kativik Regional Government
Improved Health and Well-being	Kativik Regional Government
Improving Quality of Life	Kativik Regional Government
Seek Elder Involvement in Community Development	Kativik Regional Government



	ACTION
18	Inform the public, through various media, that October 1 is International Elders' Day. Ensure that topics of interest to elders appear in print and on air on that day.
19	Request that Makivik Coporation set up a special financial reserve with the aim of creating a regional mutual fund to assist elders with insufficient pensions.
20	Establish a program concerning breast-feeding best practices based on Inuit traditional knowledge. This should also include pre- and post-natal counselling by elders.
21	Develop a list of services that correspond to elders' needs that can be rendered through court-mandated community service sentences. Develop a list of vulnerable clients, and forward it to the municipal council for prioritizing delivery of these services.
👋 22	Hold intergenerational waste management awareness workshops. Develop a guide to promote civic responsibility with regards to the cleanliness of public places and raise awareness about jobs related to recycling and composting activities.
23	Introduce local sports and recreation programs initiated by KRG's Recreation Department.
24	Explore the possibilities of delivering recreation services at elders' residences.
25	Diversify funding sources for local elders' projects and programs to answer the requests of the Northern Villages.
26	Strongly implicate elders in project committees and programs from initial design through implementation and follow-up/evaluation. In order to attain this objective coordination of information and stakeholder collaboration is essential.



OBJECTIVE	LEAD ORGANIZATION
Support Intergenerational Economic Activities	Kativik Regional Government
Sustain Social and Recreational Activities	Northern Villages
Sustain Social and Recreational Activities	Avataq Cultural Institute
Value Elders Contributions and Build a Sense of Belonging	Avataq Cultural Institute
Value Elders Contributions and Build a Sense of Belonging	Avataq Cultural Institute
Building Bridges between Generations	Avataq Cultural Institute
Creating Mutual Respect Between Cultures	Avataq Cultural Institute
Creating Mutual Respect Between Cultures	Avataq Cultural Institute
Endorsing and Validating Inuktitut	Avataq Cultural Institute



	ACTION
27	Bring together youth and elders interested in creating social economy, such as those serving elders or sewing cooperatives. Organize and implement management training for social economy enterprises.
28	Make an inventory of public buildings and places that can be used for elders' community gatherings. Use this list as a reference for all organizations planning elders meetings and events.
29	Maintain organizational and financial support for the biennial cultural and social gathering of the elders' representatives from each of Nunavik's communities.
30	Name public buildings and facilities after respected elders.
31	Recognize an elder in each of Nunavik's three sub-regions on Aboriginal Day (June 21) each year.
這 32	Conduct intergenerational workshops, both in the community and through school activities, where cultural knowledge of all kinds is transmitted between elders and youth.
T 33	Design sensitivity and awareness building activities illustrating the Nunavimmiut way of life for all newcomers to Nunavik. The objective is to ensure mutual respect and better interaction between Inuit and non-Inuit. All newcomers employed in Nunavik would benefit from cross-cultural activities.
這 34	Give special sensitivity training to police, social workers and youth protection workers due to the nature of the issues they are exposed to in the course of their job.
這 35	Recognize the importance of sustaining the Inuktitut language by writing a letter of support to Avataq Cultural Institute.



OBJECTIVE	LEAD ORGANIZATION
Enhancing Resources for Traditional Arts	Nunavik Mineral Exploration Fund and Kativik Regional Government
Enhancing Resources for Traditional Arts	Avataq Cultural Institute
Organizing and Sharing Elders Cultural Knowledge	Avataq Cultural Institute
Organizing and Sharing Elders Cultural Knowledge	Avataq Cultural Institute
Sharing and Transmitting Elders' Expertise	Avataq Cultural Institute
Structuring Community Resources	Kativik Regional Government
Valuing and Sharing Elders' Traditional Knowledge	Avataq Cultural Institute
Valuing and Sharing Elders' Traditional Knowledge	Nunavik Round Table on Elders
Demonstration of Impacts of Climate Change on Traditional Ways of Life	Kativik Regional Government and Taqramiut Nipingat Inc.



	ACTION
一 36	Identify and quantify soapstone deposits throughout Nunavik in support of carvers.
37	Identify new sources of funding for local cultural projects.
38	Conduct an inventory of cultural artifacts which exist within the communities.
39	Compile a collection of legends, traditional practices and history as recounted by elders.
量 40	Create a database retaining the different aspects of Inuit heritage.
童 41	Create a local coordinator position in all communities to plan and implement projects for both the elders and culture committees.
量 42	Identify elders who are presently the repositories of cultural, linguistic, territorial, and historical knowledge of Nunavimmiut.
査 43	Ensure that elders with specific expertise are strongly implicated in projects and events dealing with their area of proficiency. These include storytellers, seamstresses, linguists, midwives, dog team owners, herbalists, etc. Keep this list updated within the database.
ê> 44	Produce an educational and promotional documentary to illustrate the major impacts of climate change, from both scientific and Inuit points of view. This video will show the consequences on traditional ways of life, practices, biodiversity, modes of travel, hunting and fishing methods, biomass, etc.



OBJECTIVE	LEAD ORGANIZATION
Favourable Environments for Mobility	Northern Villages
Follow-up and Implement Elders' Recommendations	Nunavik Round Table on Elders
Improve Housing Design and Age-Friendly Development Planning	Kativik Municipal Housing Bureau
Monitoring Environmental Issues	Kativik Regional Government
Participate in the Design of Age-friendly Environments	Kativik Regional Government
Prioritize Funding for Adapted Housing	Kativik Regional Government
Seek Elder Involvement in Community Development	Kativik Regional Government
Contribution to Food Security	NRBHSS
Enhancement of Traditional Culinary Knowledge	Saturvit Women's Association



	ACTION
45	Assess local transit needs, indicating which existing transit vehicles (buses, minivans, etc.) are accessible to disabled users. Develop schedules for combined adapted and public transit services. Post schedules on the elders' portal (nunavikafc.com)
46	Send a letter to Makivik Corporation from the Nunavik Elders Committee asking why the elders-friendly housing design forwarded by them is not being implemented.
47	Introduce housing design characteristics taking into account elders' needs, such as accessibility, Inuit cultural values, health factors, transition space (larders and storage), climate change, etc. in the architectural and structural recommendations for houses.
48	Elders suspecting their local sewage lagoon is malfunctioning should report their concern directly to the KRG Municipal Public Work department.
49	Introduce a collaborative forum involving elders, town planners, housing contractors, landholding corporations, waste management experts, wild life biologists, etc. as a means of planning and developing age-friendly environments in the villages.
50	Explore and identify additional funding sources for house construction from programs dealing with climate change, improving nordic housing, etc. in order to increase adapted housing stock options.
ê> 51	Ensure the participation of elders in consultations concerning local and regional master plans as well as the preparation of development plans.
52	Ensure the presence of an elder position at all times on the regional food security working group. Findings and policies should be disseminated through various media.
53	Promote traditional culinary knowledge through the regular hosting of elders c ooking sessions in local community kitchens. These would focus on local in-season food resources.



OBJECTIVE	LEAD ORGANIZATION
Improve Health and Well-being	Kativik Regional Government
Improved Health and Well-being	NRBHSS
Improved Health and Well-being	NRBHSS
Improved Health and Well-being	NRBHSS
Participation in Community Life and Improving Living Conditions	Northern Villages and/or Non-profit organizations
Participation in Community Life and Improving Living Conditions	NRBHSS
Promotion of Traditional Knowledge	Kativik Regional Government
Promotion of Traditional Knowledge	Anguvigaq
Addressing Cultural Beliefs in Social Housing Transfers	Kativik Municipal Housing Bureau



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LEAD ORGANIZATION
Kativik Municipal Housing Bureau
Kativik Municipal Housing Bureau
Kativik Municipal Housing Bureau
Nunavik Round Table on Elders
Nunavik Round Table on Elders
Quebec Government
Kativik Regional Government
Nunavik Round Table on Elders
Kativik Regional Government

		ACTION
	63	Develop a specific procedure for aging home owners to sell their existing homes as an effort to scale down their living space. Disseminate this information to aging home owners.
	64	Provide alternative housing options for elders and promote the different possibilities through town meetings and the media. These options will include elder-shared family with in-service, "tiny houses" assembled with shared services or placed adjacent to family houses, etc.
	65	Ensure elder participation on all working committees exploring housing solutions. This information should be posted on the elder internet portal (nunavikafc.com)
	66	Actively participate in a comprehensive forum looking to create neighbourhoods favourable to active aging and age-friendly communities. Introduce land design criteria when building new houses.
Ø	67	Prepare a personal identity pouch to store and organize essential medical and identity documents, such as birth certificates, passports, travel documents, medical card, prescription lists, family references, etc.
\bigcirc	68	Create a single number emergency phone line where callers will be responded to in Inuktitut.
Ø	69	Give training to Inuktitut-speaking operators, so that emergency calls are well understood and directed to the appropriate destination.
Ø	70	Compose a letter to the Kativik Regional Police Force demanding an interim solution to the language issue until the emergency line is available in Inuktitut.
\bigcirc	71	Identify and incorporate elders' special needs into the local emergency measures plan.



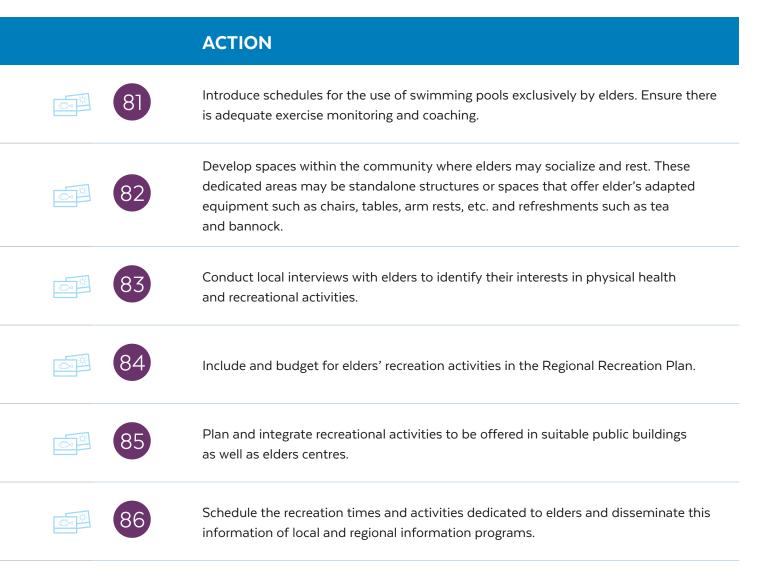
OBJECTIVE	LEAD ORGANIZATION
Favouring Elders' Economic and Social Autonomy	Kativik Regional Government
Guarantee Safe and Dignified Conditions for Elder Mobility	Northern Villages
Guarantee Safe and Dignified Conditions for Elder Mobility	Kativik Regional Government
Provide Support for Women's Safety Issues	NRBHSS
Reinforce Role of Elders in Community Security	Kativik Regional Police Force
Reinforce Role of Elders in Community Security	Makivik Corporation
Sensitize All Ages to Elder Abuse	Nunavik Round Table on Elders
Sensitize All Ages to Elder Abuse	Kativik Regional Government Recreation Department
Implementation of Recreational Adaptations for Elders	Kativik Municipal Housing Bureau - University of Laval



	ACTION
72	Create an intergenerational social economy enterprise to produce the above-mentioned identity pouches within the local sewing centres.
73	Ensure snow removal from access ramps in elders' homes and all public facilities. This effort could use individuals performing court-ordered community services.
74	Ensure that all drivers of municipal vehicles servicing elders have completed a mandatory training program. This training is more than government certification, and involves defensive driving, etc.
75	Ensure there is significant female elder's representation on the Regional Steering Committee on Violence and Sexual Abuse.
76	The KRPF Police Chief will meet regularly with the Elders Committee to discuss priorities and police action in the field. These meetings will also include examination of violence and abuse issues.
77	Integrate local elders in all existing local justice committees.
78	Create theatrical sketches illustrating the reality of elder abuse. The production will be mounted by the Inuit Cirqiniq theatre company.
79	Capture Cirqiniq sketches regarding elder abuse on tape. Circulate these videos in the communities and schools, followed by intergenerational and community discussions concerning all forms of abuse.
80	Ensure there is adequate equipment for physical exercise included in the design of elders' residences. Involve local recreation agents to coach and monitor the use of this equipment.



OBJECTIVE	LEAD ORGANIZATION	
Implementation of Recreational Adaptations for Elders	Northern Villages	
Implementing Infrastructure Adaptations for Elders' Social Relationships	Nunavik Round Table on Elders	
Promotion of Active Lifestyles and Social Participation	Kativik Regional Government	
Promotion of Active Lifestyles and Social Participation	Kativik Regional Government	
Promotion of Active Lifestyles and Social Participation	Kativik Regional Government	
Promotion of Active Lifestyles and Social Participation	Northern Villages	



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