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## Introduction

*Aging With Dignity: Elders and Seniors Strategy* was tabled on March 7, 2024. The Strategy has five goals: aging in Nunavut; Inuit Qaujimajatuqangit; healthy communities; protecting our elders; and improved programs and services to support Elders. Each of those goals has a number of objectives with associated actions. In total, the strategy has 89 actions under 15 objectives to support the five goals. To support transparency and accountability, we are committed to providing periodic updates on our progress in implementing the actions identified in the strategy.

To further support transparency, we have identified timelines associated with each action as “short-term” (over the next two years), “medium-term” (over the next five years), or “long-term” (over the next ten years). Some actions that are identified as “long-term” are ongoing actions of the government and by labelling them as long-term rather than completed we are committing to providing regular updates on our progress.

To further support accountability, we have identified the lead department and included support departments for each action in brackets. This may change or grow as actions are implemented and policy work is completed to determine the best path for implementation.

# Goal: Aging in Nunavut

## Objective: Expand elder-care facilities and services in communities

The Government of Nunavut is committed to expanding Elder-care facilities and services in Nunavut communities. To support this commitment, we will undertake the following actions:

- 1. Develop a long-term plan to build more Elder-care facilities and spaces in communities with the future population of Elders in mind. (Short-term)**

**Lead:** Health (Community and Government Services, Nunavut Housing Corporation)

**Status:** The Government of Nunavut has made progress toward the construction of the Qikiqtaaluk and Kitikmeot Long Term Care Facilities.

In early 2025, Nunavut Tunngavik Incorporated (NTI) announced a \$15M investment of the Indigenous Community Infrastructure Fund to support renewal of Elders' Care facilities across the territory.

The Supported Housing Capital Policy and Program may support this action as it relates to spaces in communities.

- 2. Complete construction of the Kivalliq Long Term Care facility. (Completed)**

**Lead:** Health (Community and Government Services)

**Status:** Construction was substantially completed as of December 16, 2024.

- 3. Expedite construction of Qikiqtaaluk (Long-term) and Kitikmeot (Medium-term) Long Term Care facilities.**

**Lead:** Health (Community and Government Services)

**Status:** The Government of Nunavut has made the following progress toward the construction of the Qikiqtaaluk and Kitikmeot Long Term Care Facilities:

### Kitikmeot Long-Term Care Facility

- The Kitikmeot LTC facility detailed design RFP was awarded in May 2024. The detailed design is underway and it is anticipated that this will be completed by July 2025.
- A construction tender is planned for 2025-26 and construction is expected to begin in Summer 2026 with targeted substantial completion by Fall 2028.

### Qikiqtaaluk Long Term Care Facility

- A site selection report was published by CGS in Fall 2024 for the Qikiqtaaluk LTC, and a site has been confirmed. Funds were approved to proceed with detailed design work. The current working timeline is to award design in 2025, tender in 2026 and substantial completion in 2029-2030.
4. **Replace health centres at a rate of three new community health centres every 4-5 years in accordance with capital plans for health centres. (Long-term)**  
**Lead:** Health (Community and Government Services)  
**Status:** The government has begun the process to build a health centre in Qikiqtarjuaq and one in Baker Lake. The detailed design for the new Qikiqtarjuaq Community Health Centre started in 2024-25. The Qikiqtarjuaq Health Centre RFP for design will be issued in early 2025. Construction is scheduled to commence in Summer 2026 with substantial completion anticipated in Winter 2028.  
 The replacement of the Baker Lake Community Health Centre has been approved for planning and is scheduled to start in FY 2024/25.
  5. **Enhance existing continuing care facilities in Nunavut. (Long-term)**  
**Lead:** Health (Community and Government Services)  
**Status:** In early 2025, Nunavut Tunngavik Incorporated (NTI) announced a \$15M investment of the Indigenous Community Infrastructure Fund to support renewal of Elders' Care facilities across the territory. Five hundred thousand (\$500,000) of NTI's \$15M investment will go toward conducting building condition assessments of the Continuing Care Centres in Gjoa Haven and Igloodik; this will take a proactive approach in identifying items that need replacement. The funding will also be used to conduct a feasibility study on potential expansions for these Continuing Care Centres.
  6. **Continue investments in health infrastructure (virtual care, health information, facilities, and services) and health human resources. (Long-term)**  
**Lead:** Health  
**Status:** The Government of Nunavut has ensured there is access to virtual care services in every community as well as ongoing virtual clinics that provide specialist services, including a cardiology clinic, speech language pathology clinic, and allergy clinics.
  7. **Explore options for community-based Elders residential care, including non-government operated and built options. (Medium-term)**  
**Lead:** Health (Nunavut Housing Corporation, Family Services)

**Status:** The Government of Nunavut has signed contracts with Tagjaq Corporation (formerly Sakku-Embassy West Senior Living) for the Rankin LTC, and the Arviat and Iqaluit Elders' Homes.

The Supported Housing Capital Policy and Program may support this action.

For 2024-2025, the Tripartite Table on Homelessness approved \$1.96M towards 6 shelter feasibility studies. Nunavut Tunngavik Incorporated is administering these funds.

**8. Explore different models of community long-term care, including non-government run options and supports for aging in place. (Medium-term)**

**Lead:** Health (Nunavut Housing Corporation)

**Status:** The Government of Nunavut has signed contracts with Tagjaq Corporation (formerly Sakku-Embassy West Senior Living) for the Rankin LTC, and the Arviat and Iqaluit Elders' Homes. The government is undertaking a Home Care Review that is scheduled for completion by March 31, 2025.

**9. Continue developing palliative care supports, including caregiver supports and where possible with in-community options. (Long-term)**

**Lead:** Health

**Status:** Palliative care support is currently available in all communities. Health will explore improvements to communications related to available palliative supports in communities.

## **Objective: Expand and improve homecare and health related services**

The Government of Nunavut is committed to expanding and improving homecare and health related services for Elders, including specialist services in communities. To support this commitment, we will undertake the following actions:

**10. Develop a continuing care services action plan to support Elders to age in place and enhance their wellness and quality of life. (Medium-term)**

**Lead:** Health

**Status:** The government is undertaking a Home Care Review that is scheduled for completion by March 31, 2025.

**11. Establish regular schedules of homecare and other care provider visits. (Long-term)**

**Lead:** Health



**Status:** The Home Care Review is scheduled to be completed for March 31, 2025.

**12. Make a wider range of home-care programs and services available, 24 hours a day, when needed. (Long-term)**

**Lead:** Health (Nunavut Arctic College)

**Status:** The Home Care Review is scheduled to be completed for March 31, 2025.

**13. Train and hire home-care workers in communities to provide an increased level of programs and support services in Inuktitut. (Long-term)**

**Lead:** Health (Nunavut Arctic College)

**Status:** The Home Care Review is in progress and scheduled to be completed for March 31, 2025. NAC has delivered several online instructor-supported courses for the Personal Support Worker (PSW) Program. As of January 2025, 57 students from 14 communities enrolled in this program. A PSW cohort training (full-time, in person) in Rankin Inlet was delivered from January to July 2024. Two students graduated in June 2024.

**14. Provide terminology training, as requested, to staff involved in providing care and support to Elders. (Long-term)**

**Lead:** Nunavut Arctic College (Health, Human Resources)

**Status:** The Government of Nunavut is prepared for incoming requests for terminology training. Through the GN training calendar, the government continues to post and promote terminology courses when they are available.

**15. Create and maintain a list of approved escorts who are able to help Elders with their travel logistics and appointments. (Long-term)**

**Lead:** Health

**Status:** Health is currently reviewing the Medical Travel Policy and will consider Elders' concerns as part of the review.

**16. Train more Inuit in homecare, mental health, social work, and other care services. (Long-term)**

**Lead:** Health (Family Services, Nunavut Arctic College)

**Status:** The Government of Nunavut is carrying out the following initiatives to fulfil this action:

- Delivering a Personal Support Worker Program and a Licensed Practical Nursing Program (LPN) through Nunavut Arctic College. Four students

graduated from the LPN program in June 2024. All have been hired by Health in the Kivalliq.

- Developing a new degree program where the first two years complete a Practical Nursing (PN) diploma, which will allow students to determine their own exit point and have the potential to ladder to a degree. A committee is currently mapping the proposed degree. NAC anticipates offering the new PN program in Fall 2025 in Rankin Inlet.
- Using the Urban Identity Project to train Mental Health and Addictions staff including clinicians and paraprofessionals.
- As of December 2024, there are 40 Inuit paraprofessionals hired across the territory.
- Developing a new intern program focused on mentorship for new graduates of the Social Work Program. It will start with two positions. The program will develop as mentors are identified.

**17. Increase programming with a new Personal Support Worker program, Practical Nursing Diploma and increased Social Service Worker offerings. (Long-term)**

**Lead:** Nunavut Arctic College (Family Services, Health)

**Status:** Nunavut Arctic College has delivered an in-person cohort of the Personal Support Worker Program in Rankin Inlet in early 2024 and continues in its recruitment efforts for another in person cohort for the 2025-26 academic year. The College continues to work with the Department of Health to offer online courses for Department of Health Employees. As of January 2025, 57 employees from 18 Nunavut communities have enrolled in Personal Support Worker courses offered online. Future courses are being scheduled between the College and Department of Health.

The first cohort of the Practical Nurse Program was completed in Summer 2024, with all 4 students graduating from the program and successfully passing the Canadian Practical Nurse Registration Exam, affirming their credentials as Licensed Practical Nurse. The College continues to explore opportunities to support additional delivery of the Practical Nurse Program, including additional cohorts the Pre-Health Program.

The Social Service Worker Program is currently offering cohorts. Year 1 is offered in Arviat and Rankin Inlet. In total there are 17 students in year one. Year 2 of this program is being offered in Cambridge Bay with 4 students.

The College's Bachelor of Social Work Program draws from the graduates of the Social Service Worker Program, therefore having multiple community deliveries is important. The College must balance its own Human Resources capacity with community cohort deliveries.

**18. Deliver an awareness campaign for disabilities, dementia and Alzheimer's, including printed resource materials in Inuktitut. (Short-term)**

**Lead:** Health (Family Services)

**Status:** The Government of Nunavut is working with the Nunavummi Disabilities Makinnasuaqtiit Society to develop a series of resources that can be provided to all communities about different disabilities with attention to some of the complexities around the concept of disability in Nunavut.

**19. Continue to provide funding to organizations delivering disability awareness training and related services. (Duplicate action)**

**Lead:** None identified.

**Status:** This Action is contained within Action #18 and identified as being a duplicate action accidentally included as a separate action within the strategy.

**20. Support the development of disabilities training for Elders, family members, and all Elder-care providers. (Medium-term)**

**Lead:** Health (Family Services, Executive and Intergovernmental Affairs)

**Status:** The Elders Secretariat will undertake a coordinating role to connect responsibilities across Family Services and Health related to disabilities training including determining if the Public Guardian's office has a role to play in completing this action.

**21. Provide increased support to Elders and their families who are caring for an individual living with a disability, Dementia and Alzheimer's. (Long-term)**

**Lead:** Health (Family Services)

**Status:** The Government of Nunavut is working with Piruqatigiit Resource Centre to develop programming in relation to caregiver support as well as with Nunavummi Disabilities Makinnasuaqtiit Society to provide extra support to persons with disabilities.

## **Objective: Provide Adequate and Appropriate Housing and Related Support for Elders**

The Government of Nunavut is committed to providing adequate and appropriate housing and related support for Elders. To support this commitment, we will undertake the following actions:

**22. Build housing to include options for aging people and for people living with disabilities as part of the Nunavut 3000 Strategy. (Long-term)**

**Lead:** Nunavut Housing Corporation

**Status:** The initiative is fully aligned with the Nunavut 3000 budget and ensuring accessible housing remains a key priority. NHC designs are developed in consideration of mobility challenges with options for single-level layouts, wider doorways, lower counters, and accessible bathrooms. While accessibility features will not be automatically included in all homes, they can be added upon request. Homeowners who are Elders can access programs such as the Home Renovation Program and the Elders Housing Program and adaptations can be made upon request to ensure residents have the supports they need as they age. Financial assistance for renovations such as adding ramps, lowering counters, installing grab bars, and widening doorways may be available through these programs.

**23. Actively involve Elders in the housing design process. (Medium-term)**

**Lead:** Nunavut Housing Corporation

**Status:** Throughout the implementation of the Nunavut 3000 strategy, NHC will engage Elders during the design tour and will continue to consult communities, including gathering direct input from Elders. These consultations will focus on design preferences, cultural considerations, and accessibility concerns.

**24. Design and build housing for Elders that incorporates universal design standards, including accessibility and safety requirements. (Long-term)**

**Lead:** Nunavut Housing Corporation

**Status:** The new Supported Housing Capital Policy and Program supports the development of safe, stable, and culturally appropriate housing for Nunavummiut requiring additional support, including Elders in need of assisted living.

Proponents seeking funding must design housing units that incorporate universal fit principles to ensure accessibility, safety, and comfort for aging residents.

Recognizing the mobility, healthcare and social challenges faced by Elders, this policy promotes housing solutions that integrate essential services, barrier-free living spaces, and communal areas to support well-being and community connection. Proposals must prioritize accessibility, culturally relevant care, and proximity to health and wellness services to enable Elders to age in place with dignity.

Funding is available for innovative housing models, including Elder-focused residences with built-in home care services, ensuring long-term support and independence for Nunavut's aging population.

**25. Ensure that housing designated for an Elder(s) meets accessibility and safety requirements. (Long-term)**

**Lead:** Nunavut Housing Corporation (Health)

**Status:** Elders are given priority status in NHC’s public housing program, ensuring that those in greatest need are placed in suitable accommodations as quickly as possible. The allocation process considers mobility challenges and the need for barrier-free living environments and health conditions. Through a needs-based assessment, local housing authorities work with Elders and their families to find the most appropriate housing placement within the available public housing stock.

**26. Support regular and preventative maintenance of Elder’s homes. (Long-term)**

**Lead:** Nunavut Housing Corporation (Health)

**Status:** Homeowners who are Elders can access programs such as the Home Renovation Program and the Elders Housing Program (EHP). These programs were updated in April 2024 to provide more funding and targeted support. Financial assistance for renovations such as adding ramps, lowering counters, installing grab bars, and widening doorways may be available through these programs. The EHP also contains a component for providing annual preventative maintenance grants for Elder homeowners. The amount of assistance is \$5,000 per year and there is no income limit on this assistance.

**27. Streamline application process for Elders to access Nunavut Housing Corporation’s homeownership programs. (Short-term)**

**Lead:** Nunavut Housing Corporation

**Status:** NHC is improving its service delivery model which includes streamlining its application processes to make it easier, faster, and more accessible for Nunavummiut, including for Elders, to apply for housing and support programs. The refreshed suite of homeownership programs, launched in April 2024, bundled the previously segregated Elders targeted programs into one schedule. Elders only have to fill out one application to access three programs.

**28. Work with Nunavut Arctic College to promote enrolment into the housing maintainer program and expand the delivery of the Skilled Trades Worker Program. (Long-term)**

**Lead:** Nunavut Housing Corporation (Nunavut Arctic College)

**Status:** NHC and NAC are working together to train local residents in construction and maintenance trades. NAC students are currently gaining hands-on experience by working on NHC housing projects. Going forward, NHC will work with NAC to develop a Construction Workforce Development Strategy. This includes targeting 100 affordable housing units to be built by 2030 with the support of trades students and apprentices. In 2025, NHC (in collaboration with NAC and other training partners such as NCCD) will develop communications materials to support student outreach and awareness of the training opportunities

that exist. Supporting more students in the trades and apprenticeship will reduce the housing sector's reliance on southern workers and drive down the cost of construction.

# Goal: Protecting Our Elders

## Objective: Address and Prevent Elder Abuse

The Government of Nunavut is committed to addressing and preventing abuse towards Elders. To support this commitment, we will undertake the following actions:

**29. Make the public aware of the harm caused by all forms of Elder abuse and its illegality under Nunavut and Inuit laws, including carrying out community level awareness programs. (Medium-term)**

**Lead:** Justice (Family Services)

**Status:** The government will begin the development of an Elder Abuse Awareness campaign in 2025-26. Other ongoing initiatives within the government to support this action include:

- The Community Justice Division facilitated a Crime Prevention Fund call out in 2023-24 and applications were received, and funding was distributed. The fund can receive applications for local community-level campaigns and initiatives to address Elder abuse.
- A scan is being undertaken of Elder/senior abuse campaigns and resources in other jurisdictions focusing on Indigenous-oriented resources to help inform a Nunavut campaign was completed.

**30. Evaluate and implement ways to improve how Elders can report abuse focusing on making the process simpler, faster, and more effective. (Long-term)**

**Lead:** Justice

**Status:** The Government of Nunavut continues to prioritize the hiring and retention of Nunavut Inuit and Inuktitut speakers as Community Justice Outreach Workers (CJOWs). The government continues to explore with the RCMP ways to recruit and retain local, Inuktitut-speaking staff to help facilitate communications with Elders.

As of January 2025, all CJOWs – indeterminate and casuals – are Nunavut Inuit.

As of January 2025, the RCMP V-Division employed eight Inuktitut-speaking administrative staff in the detachments. Three Iqaluit Inuktitut-speaking staff work in the Operational Control Centre which serves all 25 communities in Nunavut.

- 31. Ensure Elders are aware of the *Family Abuse Intervention Act (FAIA)* which includes a mechanism for temporarily removing abusers from the Elder's home under an Emergency Protection Order, among other remedies, and provide support for Elders applying for these orders. (Short-term)**

**Lead:** Justice

**Status:** The Government of Nunavut is providing information sessions for Elders to raise awareness of FAIA in 2024-2025. The government continues to distribute pamphlets and brochures to Elders on FAIA in all four languages and conduct training and presentations for front-line service providers who deal with Elders such as RCMP, Nurses, Mental Health, and Local Housing Associations to increase awareness of FAIA. CJOWs were provided standardized pamphlets and brochures on FAIA in all four languages in their communities. CJOWs started and continue to distribute the FAIA brochures with specific focus on service providers who work with Elders, such as Home Care Health services, Community Social Services Workers and nurses. CJOWs provided FAIA presentations to the Home Care Interpreters who primarily interact with unilingual Elders receiving home care.

- 32. Establish protocols and guidelines among justice stakeholders to refer abusers to appropriate care and supports away from the Elder's home. (Medium-term)**

**Lead:** Justice (Family Services)

**Status:** The Government of Nunavut will work with front-line service providers, and other health and social service providers in the communities to develop contact lists and information on local and territorial services available to abusers. CJOWs developed and maintain Community Resource Guides with information including counseling and programing resources at both the local and territorial levels.

## **Objective: Ensure Safe Space for Elders**

The Government of Nunavut is committed to ensuring safe spaces for Elders. To support this commitment, we will undertake the following actions:

- 33. Enhance funding support for the operation of safe shelters for Elders in communities. (Short-term)**

**Lead:** Family Services

**Status:** There are six operational family safety shelters funded by the Government of Nunavut in Kugaaruk, Rankin Inlet, Iqaluit, Cambridge Bay, Pond Inlet and Kugluktuk. The Government funded Family Safety Shelters \$6.9M in 2024/25. To improve the effectiveness of family safety shelters, the Department



of Family Services is committed to supporting communities that identify a need for a shelter.

**34. Provide an enhanced Safe Homes program for Elders in communities. (Short-term)**

**Lead:** Family Services

**Status:** The Government of Nunavut has conducted analysis of feasibility for Safe Home programs and continues to ensure safe spaces for Elders through the support for the operation of safe shelters.

## **Objective: Provide Safe Accessibility**

The Government of Nunavut is committed to ensuring safe accessibility for Elders. To support this commitment, we will undertake the following actions:

**35. Ensure housing and community buildings are accessible. This includes requiring ramps for buildings, and elevators for non-residential multi-storey buildings, including hotels. (Long-term)**

**Lead:** Community and Government Services (Nunavut Housing Corporation)

**Status:** The Government of Nunavut is committed to incorporating accessibility features into public and supported housing across Nunavut. Safety Service Regulators are set to support accessibility to housing and community buildings by processing permit applications when submitted by building owners or their representatives. This includes plan reviews, and site inspections.

Safety is an inherent feature of newly built homes and in existing homes where required. Financial assistance for renovations such as adding ramps, lowering counters, installing grab bars, and widening doorways may be available through NHC's homeownership programs. The Elders Housing Program also contains a component for providing annual preventative maintenance grants for Elder homeowners.

**36. Ensure community roads are accessible and safe. This includes road grading, clearing snow and ice, and adding sidewalks. (Long-term)**

**Lead:** Community and Government Services (Economic Development and Transportation)

**Status:** The Government of Nunavut provides funding to municipalities annually under the Municipal Funding Program to cover operations and maintenance costs. This amount factors in consideration for required road maintenance and clearing. Additionally, there is funding available through the Mobile Equipment Program to support non-tax-based communities in periodic replacement of essential mobile equipment within the community. This program is intended to support road maintenance to facilitate safe passage for vehicles and pedestrians.

# Goal: Improved Programs and Services to Support Elders

## Objective: Establish Organizational Supports

The Government of Nunavut is committed to creating a dedicated Elders Secretariat and support the establishment of an independent advocacy organization. To support this commitment, we will undertake the following actions:

- 37. Create an Elders Secretariat in the Department of Executive and Intergovernmental Affairs that will be responsible for leading and coordinating Government of Nunavut efforts to serve Elders. (Short-term)**

**Lead:** Executive and Intergovernmental Affairs (Human Resources)

**Status:** The Elders Secretariat is provided for in the 2025 -2026 Business Plan and Main Estimates. It consists of four new positions and will be responsible for providing central coordination of Elders initiatives and support implementation of *Aging with Dignity – Elders and Seniors Strategy*.

- 38. Establish partnerships with Inuit organizations, non-profit organizations, and municipalities to ensure effective implementation of strategic actions. (Long-term)**

**Lead:** Executive and Intergovernmental Affairs

**Status:** The Nunavut Partnership Committee, made up of Cabinet and the Nunavut Tunngavik Incorporated Board of Directors, met in June 2024 and endorsed five workplans: Elders, Housing, Training, Community Economic Development, and Child Welfare. The Elders Secretariat will pursue relationship and partnership building as a core function.

- 39. Support a core-funded non-profit organization for Inuit Elders in Nunavut, where Elders have their own advisors outside of government. (Long-term)**

**Lead:** Executive and Intergovernmental Affairs

**Status:** The Elders Secretariat is provided for in the 2025 -2026 Business Plan and Main Estimates. The Elders Secretariat will be tasked with determining the best path forward for completing this action.

## Objective: Increase Supports for Elders Committees and Programming

The Government of Nunavut is committed to providing increased support for Elders committees and programming. To support this commitment, we will undertake the following actions:

- 40. Enhance support for an Elders' gathering place in every community. Explore options to secure gathering space or facilities in communities in the long term. (Long-term)**

**Lead:** Culture and Heritage (Executive and Intergovernmental Affairs)

**Status:** In 2024-2025, The Government of Nunavut provided \$398,000 in funding through the application-based Elder's and Youth Facilities Contribution Program.

The Elders Secretariat, provided for in the 2025 -2026 Business Plan and Main Estimates, will work to coordinate initiatives to support this action.

- 41. Provide permanent, multi-year core funding for Elders' committees. (Short-term)**

**Lead:** Culture and Heritage

**Status:** The Government of Nunavut sent correspondence to every Hamlet regarding the Elders and Youth Committees Grant and other funding options to optimize their community initiatives. A second call out for funding applications was issued that included Elders Committee funding. In 2024-2025, \$271,000 in funding was provided to communities from the Elders and Youth Committee Grant. The government is examining options to provide permanent core funding for Elders Committees in 2025-2026.

- 42. Enhance administrative support available to assist Elders' committees. (Medium-term)**

**Lead:** Culture and Heritage

**Status:** Culture and Heritage has initiated a divisional review of the Inuit Tunngavingit Branch to be completed in 2025-2026.

- 43. Provide funding to operate regular on-the-land programs for Elders in each community. (Long-term)**

**Lead:** Culture and Heritage (Community and Government Services)

**Status:** The Government of Nunavut provides multiple application-based grants and contributions available that support on-the-land activities for Elders. The Elders Secretariat will coordinate to support applicants in accessing the appropriate grant department for their proposed initiatives.

- 44. In collaboration with Nunavut Tunngavik Incorporated, provide funding for regional Elders' gatherings every two years. (Long-term)**

**Lead:** Executive and Intergovernmental Affairs

**Status:** The Elders Secretariat is provided for in the 2025 -2026 Business Plan and Main Estimates and will work with NTI to support Elders' gatherings.

## **Objective: Ensure Elders are Provided with Safe Transportation**

The Government of Nunavut is committed to ensuring Elders are provided with safe transportation. To support this commitment, we will undertake the following actions:

- 45. Ensure that a wheelchair-accessible Elders bus with drivers is available in every community. (Medium-term)**

**Lead:** Executive and Intergovernmental Affairs (Economic Development and Transportation)

**Status:** The Government of Nunavut launched a pilot project that saw five wheelchair-accessible vans for Elders delivered to five communities – Iqaluit, Rankin Inlet, Cambridge Bay, Pangnirtung, and Coral Harbour – in 2024. This was done through a \$1M grant awarded to a consortium headed by the non-profit Northern Future Skills Development. As of January 2025, the group was developing a plan and applying for funds to run the service in these five communities.

- 46. In collaboration with Nunavut Tunngavik Incorporated, work towards providing reduced rates for Elders on all airlines serving Nunavut communities.**

**Lead:** Executive and Intergovernmental Affairs (Community and Government Services)

**Status:** The GN will continue to work with NTI to advance the inclusion of an Elders fare.

The Elders' Secretariat, provided for in the 2025 -2026 Business Plan and Main Estimates, will support this work.

## **Objective: Ensure Elders Have Access to Country Food**

The Government of Nunavut is committed to ensuring Elders have access to country food. To support this commitment, we will undertake the following actions:

**47. Provide funding for community level hunting and food distribution programs to promote availability of country food. (Short-term)**

**Lead:** Family Services

**Status:** In 2024-2025, the government provided funding to 21 community food security programs, such as food organization core funding, cooking classes and hunter mentorship programs. Four projects were targeted specifically to country food projects and others incorporated country food. One project funds full time hunters.

**48. Support the delivery of country food to Elders. Continue to distribute food vouchers for stores. (Medium-term)**

**Lead:** Executive and Intergovernmental Affairs (Family Services, Economic Development and Transportation)

**Status:** The Elders Secretariat, provided for in the 2025 -2026 Business Plan and Main Estimates, will coordinate across government to support the delivery of country food to Elders.

**49. Invest in hunters and local food systems in every community, including salaried hunters and processing infrastructure. (Medium-term)**

**Lead:** Economic Development and Transportation

**Status:** To support Elders' access to country food, the Government of Nunavut is investing \$400,000 in the Community Harvesting Transfer Fund. Additionally, a review of the Country Food Distribution Program is underway, and the government will be conducting additional consultations with NTI and across departments through the Food Security Coalition's Country Food Working Group. One of the goals is to provide additional access to Elders to have access to country food through the investment in processing infrastructure and country food stores.

**50. Invest in local country food stores run by hunters so country food is accessible to Elders and everyone in the community. (Short-term)**

**Lead:** Economic Development and Transportation

**Status:** To support Elders' access to country food, the Government of Nunavut is investing \$400,000 in the Community Harvesting Transfer Fund. A review of the Country Food Distribution Program is underway, and the government will be conducting additional consultations with NTI and across departments through the Food Security Coalition's Country Food Working Group. One of the goals is to provide additional access to Elders to have access to country food through the investment in processing infrastructure and country food stores.

- 51. Collect and promote the transfer of traditional knowledge on country food (harvesting practices, preparation, customs and terminology). (Short-term)**

**Lead:** Culture and Heritage (Environment)

**Status:** The Government of Nunavut produced a seal harvesting, meal preparation, and skin preparation video as part of 2024 Uqausirmut Quviasuutiqarniq. The collection of traditional knowledge regarding plant harvesting will commence in 2025. The government is continuing to explore options for the development of more resources on this.

## **Objective: Support Elder Access to Programs, Services and Benefits**

The Government of Nunavut is committed to supporting Elder access to important programs, services, and benefits. To support this commitment, we will undertake the following actions:

- 52. Provide Elders with an Inuktitut-speaking contact person in their community, so they know who to contact for direct assistance. (Short-term)**

**Lead:** Executive and Intergovernmental Affairs

**Status:** The Elders Secretariat, provided for in the 2025 -2026 Business Plan and Main Estimates, will coordinate across departments to support this action.

- 53. Simplify the rules and paperwork and make information about the simplified systems available in Inuktitut. (Medium-term)**

**Lead:** Executive and Intergovernmental Affairs

**Status:** The Elders Secretariat, provided for in the 2025 -2026 Business Plan and Main Estimates, will coordinate across departments to support this action.

- 54. Arrange automatic payments of the Senior Fuel Subsidy to Elders, as well as other Family Services program entitlements. (Short-term)**

**Lead:** Family Services

**Status:** The Government of Nunavut provides automatic payments for approved seniors. The government is working to identify gaps where issues occur with this system.

- 55. Develop tools and resources available in the community to help all interested Elders to write and update their wills. (Short-term)**

**Lead:** Justice

**Status:** Community engagement sessions were held in Pond Inlet and Arctic Bay that included recorded panel discussions for Elders on estate administration,

traditional approaches to property, and preparing wills. Information on wills and estates was broadcast on local radio in both communities, in English and Inuktitut. Two more community visits are scheduled in 2024-2025. Information from the sessions will inform updates to the Will Guide, which is ongoing. Government Liaison Officers (GLOs) were given instruction on the current Will Guide so they can help community members use the resource. The Public Guardian and Trustee will continue to engage with and support local GLOs in this capacity.

**56. Encourage Canada Revenue Agency to better promote its automatic tax filing service to all Nunavut Elders and provide support where needed. (Completed)**

**Lead:** Executive and Intergovernmental Affairs (FIN)

**Status:** The Government of Nunavut met with Canada Revenue Agency in April 2024. The Canada Revenue Agency confirmed it will be promoting the use of its automatic tax filing services within Nunavut.

**57. Ensure that Canada Revenue Agency and Service Canada have an Inuktitut-speaking officer assigned to Nunavut whose primary responsibility is helping Inuit with tax-related issues. (Completed)**

**Lead:** Executive and Intergovernmental Affairs (FIN)

**Status:** The Government of Nunavut met with Canada Revenue Agency in April 2024. The Canada Revenue Agency confirmed that there are Inuktitut-speaking staff at their offices in Iqaluit which are dedicated resources to assist Nunavummiut with their tax inquiries.

## **Objective: Improve Communications with Elders**

The Government of Nunavut is committed to improving communications with Elders. To support this commitment, we will undertake the following actions:

**58. Enhance efforts to use Inuktitut as the primary language of operations in all Government of Nunavut offices and in all programs and services through implementation of the Language Implementation Plan. (Long-term)**

**Lead:** Culture and Heritage

**Status:** The Government of Nunavut continues to implement Uqausivut 2.0. A new comprehensive language plan will be developed following the completion of the *Official Language Act/Inuit Language Protection Act* legislative review. The government is seeking to increase the Inuit Language Implementation Fund by \$5.5million.

The government worked with Microsoft on text to speech technology for Inuktitut, which launched in 2024. The next step in this project is to work on videos to assist individuals, including Elders, to learn how to use the technology.

**59. Invest in significant Inuktitut language training at every level, for all Government of Nunavut employees and implement an Inuktitut language training strategy. (Long-term)**

**Lead:** Culture and Heritage (Human Resources)

**Status:** The government is working to develop supervisor training to inform those working in management positions of the responsibilities around employee rights to work in Inuktitut and the availability of resources to facilitate this. The Learning Management System of Fusion Cloud will support this initiative.

When available, Inuktitut language courses are promoted on the GN training calendar. The Inuktitut Language Training Strategy is being finalized.

**60. Ensure enhanced interdepartmental coordination of government support services and communications at the community level. (Short-term)**

**Lead:** Executive and Intergovernmental Affairs

**Status:** The Elders Secretariat is provided for in the 2025 -2026 Business Plan and Main Estimates. It consists of four new positions and will be responsible for providing central coordination of Elders initiatives and support implementation of *Aging with Dignity – Elders and Seniors Strategy*.

**61. As a condition of employment, require Government of Nunavut employees who work with Elders to learn Inuktitut. (Short-term)**

**Lead:** Human Resources

**Status:** The government will continue to review job descriptions for positions where employees work with Elders to ensure supports and promotion of learning Inuktitut.

**62. Increase support for community radio initiatives that promote Inuktitut language to improve communications with Elders. (Short-term)**

**Lead:** Culture and Heritage

**Status:** The government is exploring increases to the maximum allowable amounts under the grant schedule that provides funding to community radios.



# Goal: Inuit Qaujimajatuqangit

## Objective: Grounding in Inuit Qaujimajatuqangit and Increase Inuit Employment

The Government of Nunavut is committed to increasing Inuit Qaujimajatuqangit and Inuit employment in the Government of Nunavut. To support this commitment, we will undertake the following actions:

- 63. Update the Iviqtipalliajut framework to strengthen the application of Inuit Qaujimajatuqangit and Inuit Societal Values in government workplaces and within policy and legislation. The framework will be updated to include actions developed in collaboration with Inuit Qaujimajatuqangit Katimajit. (Short-term)**

**Lead:** Culture and Heritage (Executive and Intergovernmental Affairs)

**Status:** The Government of Nunavut is working to finalize an updated Iviqtipalliajut framework and preliminary work on a draft implementation plan has been initiated.

- 64. Ensure enhanced engagement with Inuit Qaujimajatuqangit Katimajit and Tuttarviit in the development of policies, programs, and services. (Long-term)**

**Lead:** Culture and Heritage (Executive and Intergovernmental Affairs)

**Status:** The government is amending the policy development process to include requirements to engage with Inuit Qaujimajatuqangit Katimajit and Tuttarviit within the policy development process.

- 65. Develop a conceptual policy development framework based on Inuit Societal Values. (Medium-term)**

**Lead:** Executive and Intergovernmental Affairs (Culture and Heritage)

**Status:** The Government of Nunavut is working to finalize an updated Iviqtipalliajut framework and preliminary work on a draft implementation plan has been initiated.

The Elders Secretariat, provided for in the 2025 -2026 Business Plan and Main Estimates, will support this action.

- 66. Continue to implement Article 32 Policy which requires all GN departments and territorial corporations to engage with Nunavut Tunngavik Incorporated on social and cultural initiatives. (Long-term)**

**Lead:** Executive and Intergovernmental Affairs

**Status:** To date, 83 items have been consulted on through the Katujjiqatigiinniq Article 32 process.

- 67. In consultation with Inuit Qaujimajatuqangit Katimajit, establish service standards for the delivery of government programs and services for Elders. (Short-term)**

**Lead:** Executive and Intergovernmental Affairs (Culture and Heritage)

**Status:** The Elders Secretariat, provided for in the 2025 -2026 Business Plan and Main Estimates, will support this action.

- 68. Raise the profile of the Inuit Qaujimajatuqangit Katimajit and its significance within the GN and strengthen public awareness of its influence. (Long-term)**

**Lead:** Culture and Heritage (Executive and Intergovernmental Affairs)

**Status:** The Inuit Qaujimajatuqangit Katimajit appeared in the House twice in 2024 to recognize outgoing and incoming members of the Katimajit. The government will work to identify opportunities to continue communicating with the public about the work undertaken by the Inuit Qaujimajatuqangit Katimajit.

- 69. Produce and table an Inuit Qaujimajatuqangit Katimajit Annual Report which includes advice received from Inuit Qaujimajatuqangit Katimajit and how the government incorporated that advice; as well as records Inuit Customary Laws that may be collected. (Short-term)**

**Lead:** Culture and Heritage

**Status:** The government is supporting the development of an Inuit Qaujimajatuqangit Katimajit Annual Report for Spring 2025.

- 70. Develop and implement a detailed Inuit Employment Plan and Inuit Pre-Employment Training Plan for the Government of Nunavut to meet Article 23 obligations. This includes providing specialized training to develop expertise and competency in the Inuit workforce. (Short-term)**

**Lead:** Human Resources (Executive and Intergovernmental Affairs)

**Status:** The government is finalizing the development of the Master Inuit Employment Plan and departmental Inuit Employment Plans. Additionally, the government is developing a framework for the Inuit Pre-employment Training Strategy to be developed in collaboration with Nunavut Tunngavik Incorporated and the Government of Canada.

**71. Enhance efforts to hire Inuit in leadership roles in all government departments through targeted training and mentorship programs. (Completed)**

**Lead:** Executive and Intergovernmental Affairs (Human Resources)

**Status:** Inuit Associate DM positions were created to increase Inuit representation at the highest levels of Nunavut's public service. To date, there have been 6 Associate DM positions created and filled.

The government delivered the Inuit Executive Career Development Program and 12 employees graduated in June 2024. An assessment of its effectiveness to determine best practices and recommendations for future program changes is underway.

Updates to the Mentorship Program were implemented to support departments and employees in their new or current roles. This program will be piloted in 2025-26.

The Government of Nunavut continues to deliver a suite of Inuit employment initiatives, such as:

- Amaaqtaarniq Education Leave Program;
- Accredited Human Resources Management Certificate Program (Inuit cohort)
- Career Broadening Program;
- Training Travel Fund;
- Sivuliqtiksatsat Internship Program;
- Master's Certificate in Project Management (Inuit cohort).

The government continues to work to access Implementation Funding for Inuit employment and training initiatives.

**72. Employ Elders in the planning and delivery of cultural competency training for Government of Nunavut employees. (Long-term)**

**Lead:** Human Resources (Culture and Heritage)

**Status:** Cultural Competency Training was put forward to be included as part of the Onboarding Program that will be part of the Learning Management System of Fusion Cloud.

The government continues to hire Elders to deliver the Cultural Orientation Program and related topics for professional development courses.

**73. Engage Elders in activities that support the development and well-being of Nunavut's public service. (Long-term)**

**Lead:** Human Resources

**Status:** The government continues to engage Elders in delivering the Cultural Orientation Program and related topics for professional development courses.

- 74. In collaboration with Nunavut Tunngavik Incorporated, develop and implement policy training capacity initiative to train more Inuit in the policy field. (Medium-term)**

**Lead:** Executive and Intergovernmental Affairs

**Status:** The government is finalizing the development of the Master Inuit Employment Plan and departmental Inuit Employment Plans. Additionally, the government is developing a framework for the Inuit Pre-employment Training Strategy to be developed in collaboration with Nunavut Tunngavik Incorporated and Government of Canada.

# Goal: Healthy Communities

## Objective: Support Healing in our Communities

The Government of Nunavut is committed to supporting healing in our communities. To support this commitment, we will undertake the following actions:

**75. Support communities to implement community wellness programs and community-based justice and mediation initiatives. (Long-term)**

**Lead:** Justice

**Status:** Through the Community Justice Division, funding is available for community-based crime prevention and wellness programs. CJOWs continue to collaborate with justice stakeholders to facilitate crime prevention programs in the communities.

The Family Mediation Program continues to provide family mediation services and is exploring opportunities for Elders' participation. A family mediator was hired in Rankin Inlet in 2024 and work is being done to fill the two vacant mediator positions in Iqaluit and Kinngait. The Program is able to accommodate requests for the involvement of Elders in the mediation process, if requested by participants.

**76. Provide trauma-informed and culturally appropriate family counselling and healing programs in every community in Nunavut, using Inuit approaches. (Long-term)**

**Lead:** Health

**Status:** Every community has access to counselling services. Programming varies by community.

**77. Provide trauma-informed counselling and healing programs specifically for Elders in Inuktitut. (Long-term)**

**Lead:** Health

**Status:** Aqquasaariaq program development continues with stakeholders, including Elder and cultural advisors.

**78. Provide training and orientation for all law officers in cultural awareness, Inuit communication styles, and Inuit approaches to conflict resolution. (Long-term)**

**Lead:** Justice

**Status:** The government continues to support the RCMP "V" Division to enhance its Inuit cultural competency orientation and training. In 2024-25, the RCMP

worked with education organizations on new Inuit cultural competency training for officers and other employees.

**79. To ensure cultural relevance, engage Inuit Qaujimajatuqangit Katimajiit and Tuttarviit in the development of government addictions, healing, and counselling programs. (Long-term)**

**Lead:** Health (Culture and Heritage)

**Status:** Aqquasaariaq program development continues with stakeholders, including Elder and cultural advisors. The Mental Health Review Board under the new *Mental Health Act* will have three Inuit Cultural Advisor positions as required in the Act. Tuttarviit was consulted on the development of the new *Mental Health Act*.

**80. Involve Elders and families in Inuit-based community justice to deal with abuse, violence, and theft through Community Justice Committees. (Long-term)**

**Lead:** Justice

**Status:** The Community Justice Division continues to do local outreach and engage Elders to participate as Community Justice Committee members in the Restorative Justice Diversion Program.

The Therapeutic Justice Program in Arviat and Cambridge Bay continues to employ Elders as Counselors for the program's clients.

**81. Involve Elders as active participants and advisors in conflict resolution, and in court hearings in the community. (Long-term)**

**Lead:** Justice

**Status:** The Community Justice Division continues to engage Elders to encourage their participation as Community Justice Committee members.

The government will coordinate with the Nunavut Court of Justice to consider opportunities for Elder participation in court hearings, assessing the need for any required funding, recruitment or training.

**82. Deliver regular courses for Elders and the community on substances and their effects on the brain and body. This training will include how to handle individuals experiencing these effects. (Long-term)**

**Lead:** Health

**Status:** The Addiction Medicine Rounds Program provides information on anti-craving and addiction treatment medication in health centres. Rounds (workshops) are currently on hold due to staffing challenges. The government is working to restart addictions workshops in 2025-2026.

**83. Provide funding to build, operate and maintain community shelters for people who are abusing drugs and alcohol. (Medium-term)**

**Lead:** Family Services

**Status:** The Department of Family Services currently funds the Uquutaq Society to operate a low barrier shelter in Iqaluit.

**84. Train more Inuit counsellors, mental health workers, psychologists, and social workers in programs that include Inuit practices and methods as validated by Inuit Qaujimagatuqangit Katimajit and Tuttarviit. (Long-term)**

**Lead:** Health (Family Services)

**Status:** Through the Mental Health and Addictions (MHA) Division, the government is working with the Urban Identity Project to train MHA staff, including clinicians and paraprofessionals.

As of December 2024, there are 40 Inuit paraprofessionals hired across the territory.

The government works in collaboration with Nunavummi Disabilities Makinnasuaqtiit Society and Nunavut Arctic College to provide support to people who work with persons with disabilities. These trainings include Inuit practices as well as require training providers to demonstrate cultural understanding and sensitivity.

The government administers the Rebekah Uqi Williams Scholarship, designed for Nunavummiut pursuing careers in social work, counseling, or psychology.

**85. Establish partnerships on employment pathways for social workers and family resources workers (Duplicate action)**

**Lead:** None identified.

**Status:** During development of the implementation plan, it was decided that this action will be addressed through the activity undertaken to address Action 84 and that this action is a duplicate action.

## **Objective: Reduce Poverty**

The Government of Nunavut is committed to reducing poverty among Elders in our communities. To support this commitment, we will undertake the following actions:

**86. Establish guaranteed basic income to reduce poverty. (Medium-term)**

**Lead:** Family Services

**Status:** The government has completed the Feasibility Study on a Guaranteed Basic Income Program for Nunavut. Assessment of the findings in underway.

**87. Review the Senior Citizen Supplementary Benefits and other eligible Elder's funds to ensure they are proportionate to the cost of living. (Short-term)**

**Lead:** Family Services

**Status:** The government has conducted an analysis on means to make Senior Citizen Supplementary Benefits (SCSB) more responsive to cost of living increases, including: the possibility of amending SCSB to match the zones for cost of living corresponding with the zones used for Income Assistance; identifying potential indexes to which we can match SCSB to such as the Bank of Canada rate or Statistics Canada's Market Basket Measure, and financial analysis on the impact of these measures. An analysis to ensure cost-of-living adjustments do not inadvertently disqualify recipients by pushing them out of the qualifying income bracket as the program is linked with the Federal GIS and use Federal income brackets to determine eligibility is currently underway.

**88. Ensure that financial support provided to Elders reflects cost of living in Nunavut and considers inflation over time. (Medium-term)**

**Lead:** Family Services

**Status:** Work is being done to assess if inflation considerations can be included in the Senior Citizen Supplementary Benefits.

**89. Create a new assistance program to help Elders experiencing hardship in paying their electricity bills. (Completed)**

**Lead:** Qulliq Energy Corporation

**Status:** QEC worked with the Climate Change Secretariat to submit an Expression of Interest to the Government of Canada to support this and is waiting for the result. The QEC is working on program details and the policy.