Our Journey Away From LATERAL VIOLENCE
Our Mission

The Nokiiwin Tribal Council is dedicated to working in unity with our member First Nations to enhance growth and prosperity.
Our Vision

- We support a strong and unified working relationship with all First Nations
- We promote respect, unity and pride in order to build healthy and vibrant communities
- We promote independence and self-sufficiency by delivering enhanced advisory services to our member First Nations
- We are respectful of all things. We support, and are dedicated to, your cultural values
HEALTH AND SAFETY
JOURNEY FROM A FIRST NATION PERSPECTIVE
Corporate Approach

Legislation defines obligations and rights

Health and Safety Programs are developed with a focus on the Internal Responsibility System – employees / supervisors / management

Systems are developed, training takes place, and overall safety culture is developed, fostered / promoted and rewarded

Enforcement / Oversight / Forgiveness

Company: “what are my responsibilities and obligations?”

Employee: “what are my rights and how am I to be protected?”
First Nation Reality

- Legislation Federal and Provincial / No enforcement
- Health and Safety Community Focus – emergency preparedness
- Capacity Issues are Constant
- Do not have the financial resources to hire all the qualifications needed
- Chief and Council are responsible for all First Nation governance and overall community health
- Council “where are we to find the resources to meet all the needs in our community?” (housing etc.)
- Employees “??”
Challenges to Implementing Health & Safety

• Getting buy in – “Workers to believe their voice counts”
• Maintaining the program
• Demonstration of Top Down Commitment and Bottom Up Buy-In
• Tolerance for “bad” behavior i.e. jokes, yelling, bullying
• Who is directing me? Chief and/or Council, Boss, and Family (Fear)
• Capacity and Time
• High Costs of Training
A New Reality

Bridge River First Nation

- One dead, 10 hurt, in attack at B.C. First Nation office

La Loche Saskatchewan

- Shooting leaves 4 dead, others wounded
What we have heard

• Lateral Violence is number one Health and Safety issue impacting First Nations
Health & Safety Models

Not Our Way
• Legislation
• Jurisdiction
• Not Our Laws

Absolutely Our Way
• The Seven Grandfathers told the First Elder that “Each of these teachings must be used with the rest; you can not have wisdom without love, respect, strength, and honesty, humility, and truth…to leave one out is to embrace the opposite of what that teaching is.”
G’min-oo-maa-doz-imin
“We Are Living Well”

Safe Workplaces ~ Safer Families ~ Safer Communities
Meaning of the Logo

• The image depicts an Infant, Child, Adult & Elder in a traditional canoe – denoting a return to cultural ways and traditional values
• The six circles represent each member First Nation community
• The Eagle watches over us and guides us
• Using the medicine wheel we are moving forward in one direction in unison
Nokiiwin Zero Tolerance Policy

We will take every reasonable precaution to ensure the safety of staff, clients, members, visitors and learners.

Nokiiwin Tribal Council expects everyone:

• To consider the rights, safety, and dignity of others
• To speak appropriately
• To act in a respectful, non aggressive manner
Zero Tolerance Policy cont...

Aggressive behaviour or course language will not be tolerated. If the behaviour continues, the individual will be asked to leave the premises and/or the police will be called.
7 Grandfather Teachings

With Love (always centre of the Medicine Wheel)
With Strength (Bravery) (East)
With Respect (South)
With Trust (West)
With Truth (Honesty) (North)
With Understanding (Wisdom) (Sky)
With Humility (Patience) (Earth)
Based on the Medicine Wheel Teachings:

7 Grandfather Teachings are utilized to have specific teachings for individuals, teams, and communities as a method to promote Health & Safety Culture.
The G’minoomaadozimin “We Are Living Well” Health & Safety initiative is aimed to enhance the health and safety reach to vulnerable workers, families and communities, shift attitudes and behaviour, and to create a First Nation centric health and safety culture.

Our Respectful Community Policy is based on the Seven Grandfather Teachings and is our depiction of the legislated Zero Tolerance policies on violence. The goal of the G’minoomaadozimin Steering Committee is to have all Member First Nation communities adopt the Our Respectful Community policy. The visual captures the teachings and the intention for how each of us respects one another, our workplace, and our community.

“Image created by Kevin Belmore

Meaning Expressed within the picture: The image was done using an Infant, Child, Adult & Elder in a traditional canoe, denoting a return to cultural ways & values. The six circles represent each community being serviced. The Eagle watches over us. On the Medicine Wheel we are moving forward in one direction in unison.”
Full Circle Health and Safety

- Not just physical health & safety
- Emotional
- Mental
- Spiritual
- Psychological
- A comprehensive health & safety model based on cultural beliefs and values
- Individual responsibility
- Safe workplaces, safer families, safer communities
- Stronger Nation
Our Respectful Community

- **Truth (Honesty)**
  - Debwewin (Gwekwaadziwin, Giiywaygaadziwin)
  - To recognize our differences and to speak our truth in a good way

- **Bravery (Strength)**
  - Aakdehewin (Zoongadwe’ewin)
  - Doing what is right for self and others.

- **Wisdom**
  - Nibaakaawin (Nibwaakaawin)

- **Love**
  - Zaagidwin
  - To walk together to find balance and take care of one another towards common goals

- **Respect**
  - Minaadendmoin
  - Act in a way you would expect to be treated. Acknowledge individual opinions and points of view

- **Humility**
  - Dbaadendizin (Diibaadenziwin)

- **Trust**
  - The confidence to speak up with the belief that you will be heard and supported

- **Patience**

This is a safe, welcoming workplace where we treat each other with respect, dignity and equality.
Our Respectful Community

Putting the responsibility on the individual
Taking responsibility for my own actions and words
"We will NOT be like father and son, but like brothers. These TWO ROWS will symbolize vessels, traveling down the same river together. One will be for the Original People, their laws, their customs, and the other for the European people and their laws and customs. We will each travel the river together, but each in our own boat. And neither of us will try to steer the other's vessel."

Native American Center For The Living Arts Quarterly Edition Newspaper - Winter 1980 Edition Translated by: Huaron Miller
Community

- Clear Roles and Responsibilities
- Our ways of seeing, knowing, doing and understanding
- Restoring Our Bundles
History

- What we hear and see in the news about Indigenous People
- How historical trauma has affected our community
Our Journey Away From Lateral Violence

- What we hear and see in the news about Indigenous People
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Our Community Today

One Indigenous child in eight is disabled, double the rate of all children in Canada (Campaign 2000, 2006)

Infant mortality rates are 1.5 to 4 times greater

The suicide rate for Indigenous youth aged 15 to 24 is five to eight times greater than non-aboriginal youth (National Council of Welfare 2007)

Nearly half of children under 14 in foster care are Indigenous (National Household Survey 2011)
Our Community Today

33.1 percent of Indigenous children live in single parent families (compared to 17.7 percent non-aboriginal households) (National Household Survey 2011)

One in four First Nations children live in poverty (Campaign 2000, 2006)

High school graduation rates for First Nations youth are half the Canadian rate
Our Community Today

Incarceration is 6.5x higher and 2x higher rates of major depression (Mikkonen, J., Raphael, D., 2010)

Eight out of ten Indigenous Women and Girls have experienced family violence (Breaking Free, 2015 ONWA)

Indigenous women are five times more likely to suffer a violent death than other women in Canada. (Amnesty 2009)
Gizhewaatsiwin

- Wiingashk
- Being Shiney
- Witnessing
- Kind Words
- Gizhemanidoo
- Gigizhebaa
- Gratitude

- Physical pain and emotional pain are experienced in the same part of the brain
- Opioid system:
  - Pain relief
  - Pleasure reward (elation experience)
- Endorphins and oxytocin make love possible
ACTs of Kindness

**Acknowledge:**
Using kind encouragements

I feel __________
When you ___________
I need you to _____________
Miigwetch for listening to me
(hugging/handshakes)

**Connect:**
Witnessing, Narrative approaches

**Transform:**
Honouring Ceremonies
Sweetgrass Activity
Kindness Commitment

• Commitment to yourself
• Commitment to your family
• Commitment to your Community
All Canadians deserve a workplace that is free of harassment and violence. The Government of Canada introduced Bill C-65 to protect employees from violence and harassment in federally-regulated workplaces. This includes the federally regulated private sector, the federal public service and Indigenous non-profits and businesses. These changes to the Canada Labour Code will come into effect this year.
Defining Harassment and Violence

This legislation defines harassment and violence as any action, conduct or comment, including of a sexual nature, which can reasonably be expected to cause offence, humiliation or other physical, psychological injury or illness to an employee. These behaviours can include any prescribed action, conduct or comment that does so.
Three Pillars of Bill C-65

Prevent
Incidents of harassment and violence;

Respond
Effectively to these incidents if and when they do occur and;

Support
Affected employees
Nokiiwin’s Bill C-65 Initiative

• 2 conferences held in March and April – “An Inside Job”
• Development of a Toolkit
• Delivering Spirit Builder Training (Train the Trainer)
• Delivering specialized training focused on the three pillars
People need 10 kind words to survive –

20 to flourish....
NEEDED
CARING
CONSCIENTIOUS
DIGNIFIED
COMMUNAL
ZESTY
DARING
SELFLESS
FANTASTIC
SPIRITUAL
THOUGHTFUL
CHARISMATIC
TACTFUL
BEST
FUN
NICE
COOL
CONVERSATIONAL
BREATHTAKING
LOVING
HUMBLE
COOPERATIVE
HELPFUL
VALUABLE
ACHIEVING
ACCOUNTABLE
Diligent
Tolerant
Smart
Handy
Colorful
Excellent
Tactful
Best
Noble
Intelligent
Warning
Exquisite
Irresistible
Extravagant
Unique
Irreplaceable
Exceptional
Remarkable
Dynamic
Exquisite
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Miigwetch!