



REPRESENTATIVE FOR CHILDREN AND YOUTH 2021-2022 ANNUAL REPORT

Ensuring the Government of Nunavut provides ethical, equitable, and consistent services that meet the needs and support the rights of young Nunavummiut, and the families, who rely on them.



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NUTAQQANUT INULRAMIRNULLU
UQAQTIKHAANIK

REPRESENTANT DE
L'ENFANCE ET DE LA JEUNESSE

REPRESENTATIVE FOR
CHILDREN AND YOUTH

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REPRÉSENTANT DE
L'ENFANCE ET DE LA JEUNESSE

REPRESENTATIVE FOR
CHILDREN AND YOUTH

September 13, 2022

The Honourable Tony Akoak
Speaker of the Legislative Assembly of Nunavut
P.O. Box 1200
Iqaluit, NU X0A 0H0

Dear Speaker:

It is my pleasure to present the Representative for Children and Youth
2021-2022 Annual Report to the Legislative Assembly of Nunavut.

This report covers the period of April 1, 2021, to March 31, 2022, and has been
prepared in accordance with section 35(1) of the *Representative for Children and
Youth Act*.

Yours sincerely,

A handwritten signature in blue ink that reads "Jane Bates". The signature is written in a cursive style.

Jane Bates
Representative for Children and Youth

This report is dedicated to the
children, youth, and families of Nunavut.

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MESSAGE FROM THE REPRESENTATIVE

It is my pleasure to present the Representative for Children and Youth's 2021-2022 Annual Report.

It is my responsibility to identify and bring to the Government of Nunavut's (GN) attention, barriers in the delivery of ethical, equitable, and consistent services for young Nunavummiut and their families. I have done so for the past two years and this year is no different.

Since opening the Office in 2015, the RCYO has successfully resolved 82%¹ of the 467 closed individual advocacy cases brought to our attention. What this tells us is that the advocacy efforts of RCYO staff to resolve individual advocacy problems are effective. This success would not be possible without the collaboration of the service providers involved. Everyday, we are aware of the hard work of many front-line service providers. We commend you. The problems we identify are not yours alone to resolve. Many of the changes needed are required at the systemic level and can only be done with collaboration and accountability from our decision makers; our ministers, our deputy ministers, assistant deputy ministers, directors, and managers.

Every time I make a recommendation, it is fact-based. There is evidence to support that something was not provided or an improvement is needed. While recommendations made by the RCYO aim to support the delivery of ethical, equitable, and consistent government services for young people and their families, they also aim to support service providers with the tools needed to do their job. If our systemic recommendations were implemented in a timely manner, the individual problems we advocate to fix on a daily basis, on behalf of young people, would not occur as frequently, directly impacting the amount of work required of departments² to help us find a resolution.

For example, one of the recommendations made by my Office in May 2019 in *Our Minds Matter: A Youth-Informed*



Review of Mental Health Services, was the development and implementation of an interdepartmental service coordination protocol. The purpose of this protocol is to make sure our young people receive coordinated and holistic services, and to support our service providers in providing these services. The recommendation was made to the entire GN and agreed to. The GN committed to completing the protocol by June 2020. In November 2020, no progress was made. An agreed upon extension was made to April 2021. In June 2021, we were provided with a limited, preliminary draft of the protocol that did not address the concerns we had raised.

Although it is not my Office's responsibility to do the work of departments, I tasked my systemic team with creating an example of the protocol required. Within two weeks, my team completed a comprehensive draft, sent it to the Information and Privacy Commissioner for review, received and reviewed the feedback, and then forwarded it to the

¹ Between September 30, 2015 to March 31, 2022, the RCYO closed 467 individual advocacy cases for the following reasons: 82% were resolved, in 8% all advocacy avenues were exhausted, in 8% we were unable to contact the client, and in 2% our advocacy services were declined.

² Includes GN departments and designated authorities listed under Schedule A of the *Representative for Children and Youth Act*, RCYA

³ Representative for Children and Youth's Office. (2020). *Representative for Children and Youth 2019-2020 Annual Report*. Iqaluit, NU: Representative for Children and Youth's Office. Retrieved from https://rcynu.ca/sites/rcynu.ca/files/RCYO%202019-20%20Annual%20Report_English_web.pdf

Department of Executive and Intergovernmental Affairs. The four main child- and youth-serving departments, the Department of Education, the Department of Family Services, the Department of Health, and the Department of Justice signed the Interdepartmental Service Coordination Protocol for the Delivery of Services for Children and Youth in October 2021. The signed version is very similar to the one my Office drafted.

Two years and two months after the recommendation was made, and more than a year after the original deadline, the GN had not drafted a comprehensive protocol, which took my Office two weeks to complete when it was prioritized. Today, we are still monitoring the GN's progress on the implementation of this protocol in order to fulfill this recommendation.

One of the most valuable resources the GN has is their human resources, yet they are not utilized and supported to their full potential. The lack of standardized and comprehensive policies and procedures within the Department of Family Services requires service providers to figure out for themselves how to do their job, resulting in a person-dependant public service. Based on our work, I can tell you that right now, children, youth, and their families are receiving different services from the Department of Family Services depending on which person is working in their community. In some cases, children and their families have been denied services they were previously receiving, and eligible to continue receiving, because there was a change in staffing.

This year, the RCYO was granted resources to launch the fourth area of our work, Reviews of Critical Injuries and Death. This program will conduct investigations into circumstances leading up to a critical injury or death of a young person receiving government services, to determine if the services they did receive, and are/ were entitled to, met their needs. After completing an

investigation, our Office may make recommendations to ensure accountability of the responsible department. Failure to implement these recommendations in a timely manner could have life and death consequences for even more young Nunavummiut.

In reviewing the mandate of the Sixth Legislative Assembly of Nunavut, I am inspired by the collaboration between all Members of the Legislative Assembly, Nunavut Tunngavik Inc., and the three regional Inuit organizations, for the first time in Nunavut's history, to create the GN's mandate. Working together for a common cause, the Inuit societal value of *Piliriqatigiinniq/Ikajuqtigiinniq*, is the only way we are going to achieve the systemic change that our children, youth, and their families, that WE all, have a right to.

As I said in my first message, in the 2019-2020 annual report:

Fundamental, Inuit-led changes, mindful of the past but in the best interests of young Nunavummiut and the future of Nunavut, must be implemented at a foundational level. These changes must be prioritized and enforced by all levels of government, community members, families, and young people. Department cannot continue to be complacent about the important role they play in the lives of young Nunavummiut and their families. Making these changes is going to take strong leadership and collaborative work from all Nunavummiut. We must start now.³

Yours sincerely,



Jane Bates
Representative for Children and Youth

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- ⁴ For sources containing numerous years of data, the most recent year's data is used, unless otherwise stated.
- ⁵ Government of Nunavut. (2022). *Nunavut Quick Fact, January 1, 2022*. Iqaluit, NU: Department of Executive and Intergovernmental Affairs. Retrieved from <https://gov.nu.ca/eia/information/statistics-home>
- ⁶ Statistics Canada. (2021). *Census Profile, 2021 Census of Population*. Ottawa, ON: Statistics Canada. Retrieved from <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Nunavut&DGUIDlist=2021A000262&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>
- ⁷ Nunavut Bureau of Statistics. (2020). *Nunavut Median Total Income of Taxfilers with Income by Region and Community, 1999 to 2017*. Ottawa, ON: Statistics Canada. Retrieved from https://gov.nu.ca/sites/default/files/nunavut_median_total_income_of_taxfilers_with_income_by_region_and_community_1999_to_2017.xlsx
- ⁸ Nunavut Bureau of Statistics. (2022). *StatsUpdate, Labour Force*. Iqaluit, NU: Nunavut Bureau of Statistics. Retrieved from https://www.gov.nu.ca/sites/default/files/labour_force_statsupdate_march_2022_1.pdf
- ⁹ Statistics Canada. (2021). *Census Profile, 2021 Census of Population*. Ottawa, ON: Statistics Canada. Retrieved from <https://www12.statcan.gc.ca/census-recensement/2021/dp-pd/prof/details/page.cfm?Lang=E&SearchText=Nunavut&DGUIDlist=2021A000262&GENDERlist=1,2,3&STATISTIClist=1&HEADERlist=0>
- ¹⁰ Overcrowded means there are not enough bedrooms for people living in the home.
- ¹¹ Nunavut Housing Corporation. (2020). *Angiraqattaqtaqitsiniq: Helping find a good place to call home*. Iqaluit, NU: Nunavut Housing Corporation. Retrieved from [https://assembly.nu.ca/sites/default/files/TD-293-5\(2\)-EN-GN-Status-of-Housing-Report-2020.pdf](https://assembly.nu.ca/sites/default/files/TD-293-5(2)-EN-GN-Status-of-Housing-Report-2020.pdf)
- ¹² Household food insecurity exists when there is a compromise in the quality or quantity of food consumed (moderate food insecurity) or there is reduced food intake and disrupted eating patterns (severe food insecurity).
- ¹³ Statistics Canada. (2020). *Household Food Insecurity in Canada, 2017/2018*. Ottawa, ON: Statistics Canada. Retrieved from <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2020007-eng.htm>
- ¹⁴ Nunavut Bureau of Statistics. (2021). *Nunavut Live Births by Month, 2003 to 2020*. Iqaluit, NU: Nunavut Bureau of Statistics. Retrieved from https://gov.nu.ca/sites/default/files/nunavut_live_births_2003_to_2020_7_tables.xlsx
- ¹⁵ Statistics Canada. (2021). *Live births and fetal deaths (stillbirths), by type of birth (single or multiple)*. Ottawa, ON: Statistics Canada. Retrieved from <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310042801&pickMembers%5B0%5D=1.15&cubeTimeFrame.startYear=2020&cubeTimeFrame.endYear=2020&referencePeriods=20200101%2C20200101>
- ¹⁶ Statistics Canada. (2022). *Infant deaths and mortality rates, by age group*. Ottawa, ON: Statistics Canada. Retrieved from <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310071301&pickMembers%5B0%5D=1.15&cubeTimeFrame.startYear=2020&cubeTimeFrame.endYear=2020&referencePeriods=20200101%2C20200101>
- ¹⁷ Statistics Canada. (2022). *Deaths, by age group and sex*. Ottawa, ON: Statistics Canada. Retrieved from <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310070901&pickMembers%5B0%5D=1.15&pickMembers%5B1%5D=3.1&cubeTimeFrame.startYear=2020&cubeTimeFrame.endYear=2020&referencePeriods=20200101%2C20200101>
- ¹⁸ Nunavut Bureau of Statistics. (2020). *Nunavut Suicides by Region, Sex, Age Group and Ethnicity, 2000 to 2020*. Iqaluit, NU: Nunavut Bureau of Statistics. Retrieved from https://gov.nu.ca/sites/default/files/nunavut_suicides_by_region_sex_age_group_and_ethnicity_2000_to_2020.xlsx

STATUS OF YOUNG NUNAVUMMIUT

General Nunavut Statistics⁴

POPULATION

Population of Nunavut⁵

39,710

By age (in years)⁶

0-4: **4,385**
5-14: **7,695**
15-24: **5,945**
25-44: **10,510**
45-64: **6,720**
65+: **1,605**

Population,
0-24 years of age

49%

Median income⁷

\$33,410

Unemployment rate⁸

17.9%

HOUSING

Total private dwellings⁹

11,720

Occupied dwellings

9,926

Overcrowded¹⁰ dwellings¹¹

35%

FOOD SECURITY^{12 13}

Moderate or severe food
insecurity in Nunavut

49.4%

National average of moderate or
severe food insecurity

8.8%

Moderate or severe food
insecurity across Canada
was highest in Nunavut.

BIRTHS AND DEATHS

Births¹⁴

839

In-territory: 499

Out-of-territory: 340

To mothers 14 years of
age and younger: 2

To mothers 15-19 years
of age: 142

Fetal deaths¹⁵

8

Infant mortality,¹⁶
under 1 year of age

12

Deaths,¹⁷
0-19 years of age

24

Percentage of suicides,¹⁸
0-19 years of age

16%

Status of Young Nunavummiut

According to the Department of Education for the 2021-2022 school year

LEGEND

- # Data reported by the department
- # Data reported but confirmed by the department to be inaccurate
- ? Data not provided by the department

	TOTAL	KITIKMEOT	KIVALLIQ	QIKIQTALUK
CHILD CARE FACILITIES¹⁹				
Facilities	60	9	14	37
Daycares	33	5	9	19
Preschools	8	1	3	4
Head Start	7	2	2	3
Afterschool	7	0	0	7
Day Homes	5	0	0	5
Child care spaces	1,239	215	274	750
Infant	218	31	53	134
Full-time Preschool	598	102	161	335
Part-time Preschool	258	82	60	116
School-age	165	0	0	165
Waiting list²⁰	912	0	132	780
Infant	242	0	79	163
Preschool	440	0	53	387
School-age	230	0	0	230

¹⁹ The Department of Education licenses daycares; it does not operate them.

²⁰ Data from 2020 voluntary child care facility survey. Not all facilities fully responded.

Status of Young Nunavummiut

According to the Department of Education for the 2021-2022 school year continued...

	TOTAL	KITIKMEOT	KIVALLIQ	QIKIQTAAALUK
SCHOOLS				
Attendance rates	52.9%	46.7%	56.0%	56.0%
Preliminary graduation numbers	266	39	126	101
Final 2020-2021 graduation numbers	287	35	123	129
Student Educator Ratio ²¹ (SER)		12.84	12.38	10.49
CRISIS RESPONSES				
Crisis responses required	13	7	2	4
Student death, undisclosed or unknown cause	2	1	0	1
Student death by suicide	3	3	0	0
Suicide death in community	3	1	1	1
Homicide in community	2	1	1	0
Student suicide attempts	1	0	0	1
Violent incident in school and safety concerns	1	0	0	1
Parent death	1	1	0	0
VIOLENT INCIDENTS				
Violent incidents	993	245	134	614
Violent or physical assault ²² incidents	409	131	83	195
Harassment incidents	293	65	17	211
Suspensions	213	47	23	143
Incidents reported to police/RCMP	56	1	4	51
Sexual incidents	19	1	5	13
Expulsions	3	0	2	1

²¹ SER implementation includes school principals, vice principals, teachers, student support teachers, guidance counselors, and librarians. Government of Nunavut. (2019). *Backgrounder: Student Educator Ratio in Nunavut Schools*. Iqaluit, NU: Government of Nunavut. Retrieved from https://www.gov.nu.ca/sites/default/files/backgrounder_ser_2019-2020.pdf

²² Violent and physical assaults are hands-on incidents (e.g. fighting, restraints, punching, etc.).

Status of Young Nunavummiut

According to the Department of Family Services for the 2021-2022 fiscal year

LEGEND

- # Data reported by the department
- # Data reported but confirmed by the department to be inaccurate
- ? Data not provided by the department
- X Category not reported. Regions are not using standardized reporting categories.

	TOTAL	KITIKMEOT	KIVALLIQ ²³	NORTH BAFFIN	SOUTH BAFFIN
REFERRALS²⁴					
Total Referrals	2,242		296	1,018	5,755
Request for Informal Assistance ²⁵	274		71	550	859
Child Neglect	148		17	37	1,317
Struggling with Anger Issues, Alcohol, Suicidal Ideation	89		2	18	1,237
Child Physical Harm	12		5	12	687
Child Exposure to Family Violence	222		49	105 ²⁶	286 ²⁶
Child Emotional Harm	171		4	11	401
Food Insecurity	67		40	144	300
Child Sexual Harm	24		20	16	458
Child - Caregiver with a Problem	162		14	30	310
Homelessness (housing insecurity)	161		31	162	112
Adult - Family Violence Shelter & Safe House Referral	180		20	6	114
Child Protection Concerns due to Intoxication	215		1	70	0
Child & Youth Foster Care	104		15	48	0
Request for Courtesy Service	150		6	17	9
Suicidal Ideation/Mental Health	118		13	10	0
Child - Failure to Obtain Health Services	69		4	3	61
Child & Youth Extended Family Care	67		18	40	8
Neglect due to Domestic Abuse	92		4	0	0
Request for File Disclosure	74		5	1	4
Child Voluntary Service Agreement	55		6	18	4
Adult - Extended Services Agreement	15		1	7	0
Youth - Support Services Agreement	1		13	4	0
Adoption (Private & Departmental)	0		2	11	0
Adult Alternate Family Care	0		3	3	0
Custom Adoption Certification	0		3	1	0

²³ Data missing from multiple communities.

²⁴ Categories are reported as provided by the Department of Family Services.

²⁵ Includes requests for housing letters, food insecurity issues, and assisting families to complete their application for support under the Federal Inuit Child First Initiative, including providing information regarding the program or drafting support letters to accompany applications.

²⁶ Includes neglect due to domestic abuse.

Status of Young Nunavummiut

According to the Department of Family Services for the 2021-2022 fiscal year continued...

	TOTAL	KITIKMEOT	KIVALLIQ ²³	NORTH BAFFIN	SOUTH BAFFIN
RECEIVING SERVICES FROM THE DIRECTOR²⁷					
Total number of young people	371	148	26	73	124
IN THE CARE OF THE DIRECTOR²⁸					
In the care of the Director	144	29	7	26	82
Permanent Ward	92	10	5	20	57
Temporary Ward	47	18	2	5	22
Adjourned	3	X	X	X	3
Apprehension	2	1	X	1	X
Age					
0-4 years of age	?	?	?	?	?
5-9 years of age	?	?	?	?	?
10-14 years of age	?	?	?	?	?
15-18 years of age	?	?	?	?	?
Aged out of the care of the Director²⁹	9	1	2	1	5
Location					
In-territory		24	0	19	71
Out-of-territory		5	8	7	11
RECEIVING SERVICES but not in the care of the Director²⁷					
Service Agreement	227	119	19	47	42
Plan of care	134	82	8	20	24
Voluntary service agreement	58	24	9	18	7
Service support agreement	21	10	1	5	5
Extended services agreement	3	1	1	1	X
Supervision order	9	2	X	3	4
Courtesy supervision	2	X	X	X	2
Age					
0-4 years of age	?	?	?	?	?
5-9 years of age	?	?	?	?	?
10-14 years of age	?	?	?	?	?
15-18 years of age	?	?	?	?	?
Location					
In-territory	185	113	3	34	35
In family home	?	?	?	?	?
Out-of-territory	42	6	16	13	7

²⁷ This is point in time data.

²⁸ Director of Child and Family Services has legal guardianship of these young people as a result of a court order.

²⁹ Young people who turned 16 years of age while in the care of the Director.

Status of Young Nunavummiut

According to the Department of Family Services for the 2021-2022 fiscal year continued...

LEGEND

- # Data reported by the department
- # Data reported but confirmed by the department to be inaccurate
- ? Data not provided by the department
- X Category not reported. Regions are not using standardized reporting categories.

	TOTAL	KITIKMEOT	KIVALLIQ ²³	NORTH BAFFIN	SOUTH BAFFIN
OUT-OF-TERRITORY MEDICAL NEEDS PLACEMENTS					
Placements	72	11	24	19	18
In the care of the Director	31	5	8	7	11
Permanent Ward	29	4	7	7	11
Temporary Ward	2	1	1	0	0
Service Agreements, by Type	41	6	16	12	7
Plan of care	14	1	7	5	1
Voluntary service agreement	22	3	7	6	6
Service support agreement	3	2	1	0	0
Extended services agreement	2	0	1	1	0
ADOPTIONS					
Adoptions	162	16	33	93	20
Departmental	4	2	0	2	0
Private	26	2	7	12	5
Registered Custom	132	12	26	79	15
FOSTER HOMES²⁷					
Foster homes	136	38	7	34	57
Inuit	96	32	5	32	27
Non-Inuit	40	6	2	2	30
CRITICAL INJURIES AND DEATHS³⁰					
Critical injuries	495	74	2	3	416
Deaths	5	0	3	1	1
		TOTAL	KITIKMEOT	KIVALLIQ	QIKIQTALUK
FAMILY VIOLENCE SHELTERS³¹					
Nights spent in shelters, by age	4,013	796	575	2,642	
0-2 years of age	950	209	114	624	
3-5 years of age	565	148	6	411	
6-18 years of age	2,498	439	452	1,607	

³⁰ For more information, see Reviews of Critical Injuries and Deaths section, page 77.

³¹ The Department of Family Services provides funding to shelters; it does not operate them.

Status of Young Nunavummiut

According to the Department of Health for the 2018-2019 fiscal year³²

LEGEND

Data reported by the department

? Data not provided by the department

-- Data not reported because it is not one of the top reasons for that location, age group, or year.

TOTAL KITIKMEOT KIVALLIQ QIKIQTALUK

MOST COMMON REASONS for accessing community health centres, Iqaluit Public Health, and Iqaluit Mental Health (Visits/Patients)

	TOTAL	KITIKMEOT	KIVALLIQ	QIKIQTALUK
Other specified medical care not elsewhere classified	9,605/1,138	--/--	1,991/265	7,153/667
Laboratory examination	7,969/4,439	1,822/1,066	1,936/1,231	3,970/2,025
Acute upper respiratory infection, unspecified	6,272/3,072	1,745/846	1,849/906	2,531/1,229
Unspecified place of occurrence ³³	5,876/3,599	975/652	1,925/1,190	2,839/1,672
Otitis media (middle ear), unspecified	4,446/2,244	1,522/671	1,421/746	1,438/790
Exposure to unspecified factor causing other and unspecified injury ³³	4,243/2,900	741/536	1,380/951	2,011/1,341
Routine child health examination	3,798/2,119	587/344	982/561	2,147/1,167
Need for immunization against other single bacterial diseases	3,666/2,279	687/437	801/499	2,126/1,309
Acute pharyngitis (respiratory), unspecified	3,164/2,164	691/502	1,189/778	--/--
General medical examination	2,849/2,132	594/449	777/599	1,435/1,052
Special screening examination for respiratory tuberculosis	--/--	--/--	--/--	1,444/815
Need for immunization against diphtheria-tetanus-pertussis with poliomyelitis	--/--	483/353	--/--	--/--

PEDIATRICIAN

Service days	?	?	?	?
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³² The 2018-2019 fiscal year is the most current, complete data available. More recent data is available and indicated for relevant tables. The presented data favours generic ICD-10 codes. Patients with a confirmed diagnoses would likely not be captured in this report.

³³ Refers to accidental injury

Status of Young Nunavummiut

According to the Department of Health for the 2018-2019 fiscal year³² continued...

LEGEND

- # Data reported by the department
- ? Data not provided by the department
- Data not reported because it is not one of the top reasons for that location, age group, or year.

MOST COMMON REASONS for accessing the Qikiqtani General Hospital, Inpatient and Day Surgery (Visits/Patients)

	2018-19	2019-20	2020-21
Singleton, born in hospital, delivered vaginally	342/265	164/130	175/134
Dental caries, unspecified	286/285	34/34	13/12
Acute bronchiolitis, unspecified	79/66	54/49	--/--
Single live birth (noted on mother's record)	76/75	31/31	31/31
Unspecified place of occurrence ³³	75/64	24/24	16/16
Other preterm infants	52/48	17/17	11/11
Intentional self-poisoning by and exposure to nonopioid analgesics, antipyretics and antirheumatics	49/42	--/--	--/--
Other symptoms and signs involving emotional state	46/41	28/25	11/10
Acute upper respiratory infection, unspecified	43/40	--/--	--/--
Pneumonia, unspecified	33/33	--/--	--/--
Poisoning by 4-Aminophenol derivatives	33/29	--/--	--/--
Mental and behavioural disorders due to use of cannabinoids, harmful use	--/--	26/23	18/17
Acute stress reaction	--/--	16/15	--/--
Otitis media (middle ear), unspecified	--/--	16/16	--/--
Neonatal jaundice, unspecified	--/--	--/--	23/18
Single live birth, delivered by caesarean	--/--	--/--	11/11
Other heavy for gestational age infants	--/--	--/--	9/9

Status of Young Nunavummiut

According to the Department of Health for the 2018-2019 fiscal year³² continued...

0-4 YEARS 5-9 YEARS 10-14 YEARS 15-19 YEARS

MOST COMMON REASONS for accessing community health centres, Iqaluit Public Health and Iqaluit Mental Health

(Visits/Patients)

Routine child health examination	2,403/1,053	--/--	--/--	--/--
Acute upper respiratory infection, unspecified	2,391/816	867/643	--/--	--/--
Need for immunization against diphtheria-tetanus-pertussis with poliomyelitis	1,692/964	--/--	--/--	--/--
Need for immunization against other single bacterial diseases	1,689/971	--/--	--/--	--/--
Acute bronchiolitis, unspecified	1,364/344	--/--	--/--	--/--
Otitis media (middle ear), unspecified	1,349/547	602/446	--/--	--/--
Need for immunization against viral hepatitis	1,233/992	--/--	--/--	--/--
Need for immunization against other specified single infectious diseases	962/673	--/--	561/517	--/--
Laboratory examination	827/505	1,581/1,009	1,241/748	2,398/1,023
Fever, unspecified	771/424	--/--	--/--	--/--
Other specified medical care not elsewhere classified	--/--	1,657/199	2,374/230	2,160/368
Unspecified place of occurrence ²	--/--	1,356/895	1,482/866	1,378/762
Acute pharyngitis (respiratory), unspecified	--/--	1,080/696	597/429	--/--
Exposure to unspecified factor causing other and unspecified injury ²	--/--	1,023/731	1,102/717	909/596
General medical examination	--/--	508/412	420/334	598/453
Special screening examination for respiratory tuberculosis	--/--	483/290	577/357	--/--
Persons encountering health services in other specified circumstances	--/--	391/287	383/226	--/--
Radiological examination, not elsewhere classified	--/--	--/--	339/271	--/--
Supervision of normal pregnancy, unspecified	--/--	--/--	--/--	1,265/230
Counselling, unspecified	--/--	--/--	--/--	879/349
General counselling and advice on contraception	--/--	--/--	--/--	606/351
Special screening examination for infections with a predominantly sexual mode of transmission	--/--	--/--	--/--	530/388
Person consulting on behalf of another person	--/--	--/--	--/--	522/189

2018-19 2019 2020

MEDICAL TRAVEL

Out-of-territory procedures/treatment	984	954	504
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BIRTHS AND DEATHS

Births	901	840	839
In-territory	402	379	499
To mothers 19 years of age and younger	65	72	99
Out-of-territory	499	461	340
To mothers 19 years of age and younger	?	87	45
Deaths, 19 years of age or younger	22	35	24
Suicides, 19 years of age and younger	7	12	5

Status of Young Nunavummiut

According to the Department of Justice for the 2021-2022 fiscal year

LEGEND

Data reported by the department

? Data not provided by the department

	TOTAL	KITIKMEOT	KIVALLIQ	QIKIQTAALUK
IN THE JUSTICE SYSTEM³⁴				
Incarcerated	2	0	2	0
Incarcerated more than once	2	0	2	0
Segregation³⁵	0	0	0	0
Charges³⁶	17	5	1	11
ALCOHOL/DRUG RELATED ARRESTS				
Number of young people arrested	21	?	?	?
Arrests, by age	34	6	2	26
14 years of age	3	3	0	0
15 years of age	2	0	0	2
16 years of age	6	1	0	5
17 years of age	23	2	2	19
18 years of age	0	0	0	0
CRIMES AGAINST YOUNG PEOPLE				
Charges laid with an offense against a young person	310	50	61	199
Convictions in relation to crimes against a young person	31	?	?	?
Sexual interference ³⁷	19	?	?	?
Sexual exploitation	7	?	?	?
Luring of a child	5	?	?	?
In-territory registered sexual offenders³⁸	471	?	?	?
With offence(s) against a young person	259	?	?	?
High-risk child sex offenders ³⁹	16	?	?	?

³⁴ Young people 12-18 years of age under the *Youth Criminal Justice Act*

³⁵ The segregation room was used for Covid-19 screening of new intakes, but not for disciplinary purposes.

³⁶ 2021 calendar year

³⁷ Direct or indirect touching of a person under 16 years of age

³⁸ Under the Criminal Code certain sex offences: [sexual interference; invitation to sexual touching; sexual exploitation; incest; bestiality (compelling the commission of, and in presence of or by a child); child pornography (making, possession, distribution); parent or guardian procuring sexual activity; exposure, sexual assault, sexual assault with a weapon, threats to a third party or causing bodily harm; aggravated sexual assault; attempt or conspiracy to commit any of the above] require mandatory registration on Canada's National Sex Offender Registry, which was created by the *Sex Offender Information Registration Act* (SOIRA) of 2004. As of 2011, judges no longer have discretion when it comes to requiring a convicted offender to register as a sex offender for these offences. If the individual is convicted of an offence covered by SOIRA, they must register as a sex offender. For other sexual offences, a Crown Prosecutor may apply to the Court for an order for registration. The Prosecutor will make this application when they believe an offender, who has not committed a SOIRA mandatory offence, poses an adequate risk to the public. It would then be up to the judge to decide if registration is warranted.

³⁹ Determined to be "above average risk" of re-offending against children based on a computer algorithm.

Status of Young Nunavummiut

According to the Department of Justice for the 2021-2022 fiscal year continued...

	TOTAL	KITIKMEOT	KIVALLIQ	QIKIQTAAALUK
DOMESTIC VIOLENCE				
Charges	626	108	134	384
Convictions	189	34	43	112
CHILD PROTECTION				
Matters before the court	44	7	5	32
VICTIM SERVICES				
Number of young people accessing victim services	312	75	41	196
Reasons for accessing Victim Services				
Witness to assault, domestic violence	189	50	23	116
Sexual assault	52	9	13	30
Homicide	8	7	0	1
Historical sexual assault	3	0	1	2
Bullying	4	0	0	4
Aggravated assault	3	0	1	2
Common assault	8	5	1	2
Witness to suicide	1	1	0	0
Victim of domestic violence	6	1	1	4
Witness to assault causing bodily harm	7	1	0	6
Arson	1	0	0	1
Motor vehicle accident	4	0	0	4
Family Information Liaison Unit client	5	0	0	5
Sudden death	5	0	0	5
Suicide in the home	4	0	0	4
Uttering threats	2	0	0	2
Assault causing bodily harm	6	0	1	5
Confinement	2	1	0	1
Assault with a weapon	1	0	0	1
Intimidation	1	0	0	1
PUBLIC GUARDIANSHIP				
In the care of a parent under Public Guardianship	3⁴⁰	?	?	?

⁴⁰ The Department of Justice reported two children living out-of-territory and one living in-territory.

ABOUT OUR OFFICE

The Representative for Children and Youth (Representative) is an independent officer who reports to the Legislative Assembly of Nunavut (Legislative Assembly) and the public.

It is the mandate of the Representative for Children and Youth's Office (RCYO) to make sure legislation, policies, procedures, programs, and services put in place by Government of Nunavut (GN) departments and designated authorities¹ (departments) provide ethical, equitable, and consistent outcomes that meet the needs and support the rights of young Nunavummiut, and the families, who rely on them.

If anyone has a complaint about a department's service, or is unable to receive a service for a young person, and/or their family, they can bring it to the attention of our office for review.

The RCYO does not replace service providers. We review services provided or services that should be provided by GN departments. Essentially, the RCYO deals with complaints about GN services for child and youth.

All information reported to our office is confidential and can be reported anonymously.

OUR MISSION

Establish our office as the conscience of child- and youth-serving Government of Nunavut departments.

OUR VISION

A territory in which children and youth are healthy and safe, their interests and opinions are heard, acted upon, and supported through the delivery of ethical, equitable, and consistent government services.

OUR MANDATE

Our mandate allows us to work on behalf of children and youth when all of the following apply:

- * The young person involved is under 19 years of age. There are a few exceptions that allow us to work with young people over 19 years of age. For example, if they were part of a department's system prior to turning 19 years of age²;
- * A department(s) is involved; and
- * The rights of the child, as described in the United Nations *Convention on the Rights of the Child*, are not being met.

The RCYO:

- * Does not work on problems involving private relationships, such as if a young person is not listening to their parents;
- * Does not conduct investigations of child abuse or neglect; and
- * Does not work on problems involving businesses or organizations. For example, if a young person doesn't receive their paycheck from their employer.

¹ Designated authorities are listed under Schedule A of the *Representative for Children and Youth Act*.

² Please contact the Office for more information about these exceptions.

OUR STAFF

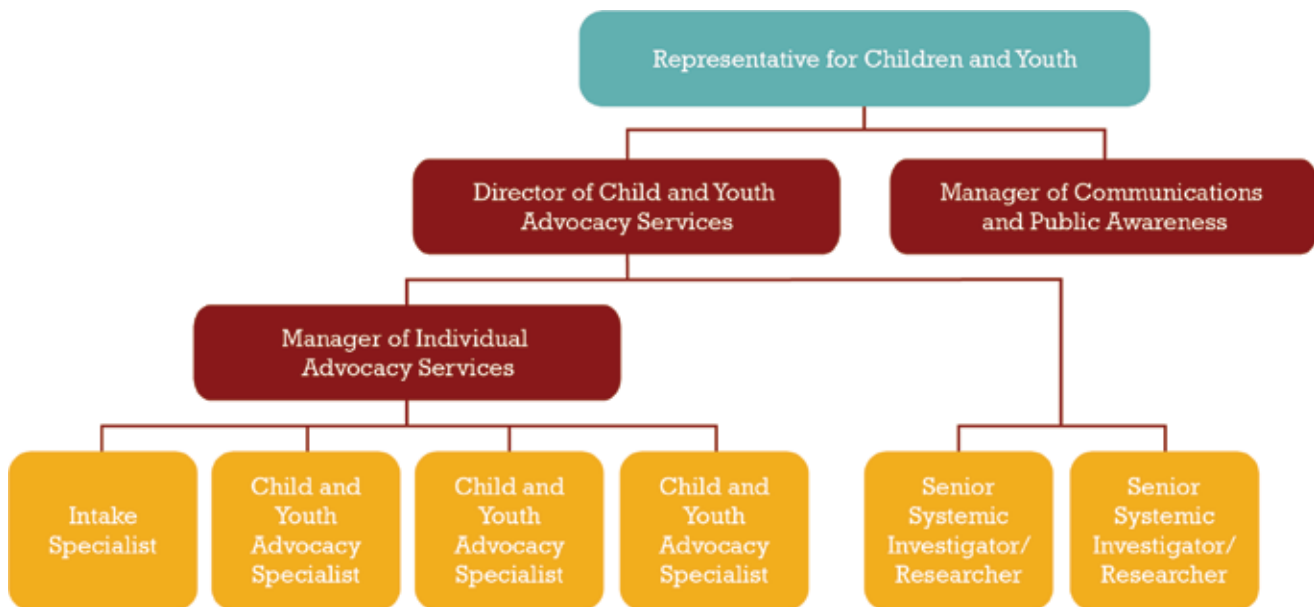
The RCYO has nine positions, not including the Representative. As of March 31, 2022, nine positions are fully staffed. Seven positions are filled indeterminately and two positions are filled by Casual Staffing Actions (CSA).

In September, the Representative appeared before the Management and Services Board (MSB) to request three additional positions needed to operationalize the Reviews

of Critical Injuries and Deaths program. The positions were granted. Two of the three positions will be effective in the 2022-2023 fiscal year and the third in the 2023-2024 fiscal year.

RCYO staff provide advocacy services in Inuktitut, English, and French. Services in Inuinnaqtun are available with translation support.

FIGURE 1: Organizational Chart



YOUTH EMPLOYMENT

This summer the RCYO was excited to welcome Sylvia Kablutsiak as our Advocacy Summer Student. More information about Sylvia’s work with the RCYO can be found in the Communications and Public Awareness section of this report, starting on page 70.

Sylvia is originally from Arviat and is currently living in Iqaluit. She was raised by her parents along with her three sisters and one brother until she left for college when she was 18 years of age.

She studied at Nunavut Sivuniksavut for a year and then went to Carleton University for another year. In the fall of 2021, she transferred to Laurentian University to work on her undergraduate studies. She is very excited for what her future has in place for her and her loved ones.

Sylvia enjoys hiking, beading, running, travelling, and likes to challenge herself to try new things every now and then. She also likes to watch Grey’s Anatomy in her free time.

Sylvia has a passion in advocating for vulnerable children and youth in Nunavut which is why she was excited to be working with the RCYO for the summer. We were equally excited to have her join our team!



WHAT GUIDES OUR WORK

Our work is guided by the *Representative for Children and Youth Act* (RCYA), the *United Nations Convention on the Rights of the Child*, Inuit societal values (ISV), the voice of the child, and National Advocacy Standards established by the Canadian Council of Child and Youth Advocates (CCCYA).

REPRESENTATIVE FOR CHILDREN AND YOUTH ACT

Our mandate includes the following specific duties as outlined in the RCYA:

- ✿ Ensure the rights and interests of children and youth, individually and collectively, are protected and advanced;
- ✿ Ensure departments hear and consider the opinions of children and youth on matters that affect them;
- ✿ Ensure children and youth can access departments' services and that the departments consider their concerns and opinions about those services;
- ✿ Help children, youth, and their families communicate with department service providers to improve understanding between them;
- ✿ Inform the public about the rights and interests of children and youth, and the roles and responsibilities of the RCYO; and
- ✿ Provide advice and recommendations to departments on how to make laws, policies, programs, and services better for children and youth in Nunavut.

UNITED NATIONS CONVENTION ON THE RIGHTS OF THE CHILD

The *United Nations Convention on the Rights of the Child* is an international human rights agreement, which describes all of the rights young people have, as well as the obligations governments have in connection to these rights.

Child rights are things all young people should have, like access to safe drinking water and nutritious food, or things they should be able to do, like go to school and receive instruction in their own language. Access to these things helps children, youth, and their families make good choices for their lives, helping them grow and develop into capable and responsible citizens who support themselves, their family, and their community.

All young people have these rights regardless of who they are, where they live, what their parents do, what language they speak, what their religion is, what their gender or gender identity is, what their culture is, whether they have special needs, or whether they are rich or poor. No child should be treated unfairly for any reason, according to Article 2 of the *United Nations Convention on the Rights of the Child*.

No single right is more important than another and often when one right is not met several others are not met as well.

When Canada signed the *United Nations Convention on the Rights of the Child* more than 30 years ago, Canada promised to make sure that all young people and their families across the country, including Nunavummiut, have access to all of the rights explained in the *United Nations Convention on the Rights of the Child*.

All humans have rights. The rights of one person do not take priority over the rights of another person. Children and youth are a vulnerable group and rely on adults to help them. It can be difficult for some adults to respect the rights of young people when they feel their own rights have not been respected.³

As adults, helping our young people have the best life possible is our responsibility and we can do that by supporting their rights.

³ UNICEF and Save the Children. (2011). *Every Child's Right to be Heard*. London, UK: Save the Children UK, Save the Children, and UNICEF. Retrieved from <https://resourcecentre.savethechildren.net/node/5259/pdf/5259.pdf>

FIGURE 2: United Nations *Convention on the Rights of the Child*

Article 1
Everyone under 18 has these rights.



Article 2
All children have the same rights, no matter whether you are a boy or girl, what your religion is, what language you speak, what your ethnicity is, whether you have a disability or whether you are rich or poor. No child should be treated differently or unfairly.



Article 3
All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.



Article 4
The government has a responsibility to make sure your rights are protected. They must help your family protect your rights and make arrangements when you are gone and reach your parents.



Article 5
Your family has a duty to help you learn to exercise your rights and make sure their own rights are protected.



Article 6
You have the right to be alive.



Article 7
You have the right to a name and this should be officially recognized by the government. You have the right to a nationality (to belong to a country).



Article 8
You have the right to identify yourself and to find out if other people say the same about you.



Article 9
You have the right to live with your parents unless it is bad for you. You have the right to live with a family who cares for you.



Article 10
If you have a different country than your parents, you have the right to be together in the same place.



Article 11
You have the right to protect yourself from kidnapping.



Article 12
You have the right to give your opinion, and for adults to listen and take it seriously.



Article 13
You have the right to share your thoughts and feelings with other people, but you should be careful about what you share with other people.



Article 14
You have the right to share your thoughts and feelings with other people, but you should help your family when it is difficult, and what is best for you.



Article 15
You have the right to share your own thoughts and feelings with other people, but you should be careful about what you share with other people.



THE CONVENTION ON THE RIGHTS OF THE CHILD

in child friendly language

Every child in the world has the right to live. Rights are what you should have or be able to do in your life, ideas and rules your full parents. All rights are equally important and are connected to each other. You can learn about these rights, and you can take them away.

UNICEF Canada wants to support you and your school to understand rights, respect and responsibility for yourself and others. We are proud to be part of the United Nations Convention on the Rights of the Child. We are proud to be part of the United Nations Convention on the Rights of the Child. We are proud to be part of the United Nations Convention on the Rights of the Child.

Article 16
You have the right to privacy.



Article 17
You have the right to get information that is important to you and to share it with other people. Adults should think about the information they are getting and how to use it, and help you find and understand the information you need.



Article 18
You have the right to be raised by your parents if possible.



Article 19
You have the right to be protected from being hurt, mistreated, or being in a bad situation.



Article 20
You have the right to special care and help if you are not living with your parents.



Article 21
You have the right to care and protection if you are adopted or in foster care.



Article 22
You have the right to special protection and help if you are a refugee, a child soldier, or a child who has been in a bad situation.



Article 23
You have the right to special educational care if you have a disability, as well as all the rights in the Convention, so that you can live a full life.



Article 24
You have the right to the best health care possible, safe water, food, medicines, to play, and to have information to help you stay well.



Article 25
If you have a serious illness or other health problem, you have the right to be treated and to have your family and friends help you.



Article 26
You have the right to help from the government if you are poor or in need.



Article 27
You have the right to live in a good place, to play, to be healthy, to be safe, to have your family and friends help you, and to have information to help you stay well.



Article 28
You have the right to a good quality education. You should be encouraged to go to school to the highest level you can.



Article 29
You should be helped to learn to be a good person, to be healthy, to be safe, to be happy, and to be able to live with other people.



Article 30
You have the right to share your own culture, language, and religion. Minority and indigenous groups need special protection of their rights.



Article 31
You have the right to play and rest.



Article 32
You have the right to be protected from work that is bad for your health and education. If you work, you have the right to be safe and to get help.



Article 33
You have the right to be protected from harmful drugs and from the drug trade.



Article 34
You have the right to be protected from sexual abuse.



Article 35
You have the right to be protected from being sold or trafficked.



Article 36
You have the right to be protected from any kind of exploitation, being taken advantage of, or being in a bad situation.



Article 37
If you are in a bad situation, you should be helped to get out.



Article 38
You have the right to be protected from war. Children under 15 years old should not be used in war.



Article 39
You have the right to help if you have been hurt, exploited, or been in a bad situation.



Article 40
You have the right to legal help and to be treated as a child in the justice system that respects your rights.



Article 41
If the laws of your country protect children's rights, or if your rights from this Convention are better, then the laws of your country should apply.



Article 42
You have the right to be protected from being in a bad situation.



Article 43-54
These articles explain how you can get help from the United Nations and other international organizations. The UNICEF website is a good place to learn more about your rights.





INUIT SOCIETAL VALUES

It is a legislative requirement that the work of the Representative be guided by the same eight ISV that guide departments. These principles are based on Inuit Qaujimagatuqangit and aim to incorporate traditional Inuit knowledge into modern, everyday practices. ISV and the United Nations *Convention on the Rights of the Child* share several principles. Table 1 highlights these similarities based on input from our Elder Advisors.

Our Elder Advisors

Elders provide invaluable wisdom and perspective based on lived experiences. To incorporate this knowledge into our advocacy work, we work with Elder Advisors from across the territory. This year, we continued to work with Meeka Arnakaq in Pangnirtung, Helen Iguptak in Rankin Inlet, Lucy Makkigak in Rankin Inlet, Miriam Nilaulaaq Aglukkaq in Gjoa Haven, Moosa Akavak in Iqaluit, and Pitsiulaaq Akavak in Iqaluit.

TABLE 1: Complementary Principles in ISV and the United Nations *Convention on the Rights of the Child*

ISV	United Nations <i>Convention on the Rights of the Child</i>
<p>Aajiqatigiinniq encourages decision making through discussion and consensus.</p>	<p>Article 12: Young people have the right to give their opinion and for adults to listen and take it seriously.</p>
<p>Pijitsirniq is about serving and providing for family and community. It is about leading through doing for other people. It is about serving others for the greater good.</p>	<p>Article 3: All adults should do what is best for young people. When adults make decisions, they should think about how their decisions will affect young people.</p> <p>Article 4: The government has a responsibility to make sure the rights of young people are protected. They must help families protect the rights of young people and create an environment where young people can grow and reach their potential.</p> <p>Article 26: Young people have the right to help from the government if they are poor or in need.</p>
<p>Pilimmaksarniq/Pijariuqsarniq is about learning and mastering new skills through observation, mentoring, practice, and effort.</p>	<p>Article 12: Young people have the right to give their opinion and for adults to listen and take it seriously.</p> <p>Article 29: A young person’s education should help them use and develop their talents and abilities. It should also help them learn to live peacefully, protect the environment, and respect other people.</p> <p>Article 30: Young people have the right to practice their own culture, language, and religion. Minority and Indigenous groups need special protection of this right.</p>
<p>Tunnganarniq emphasizes the role that being open, welcoming, and inclusive plays in fostering positive relationships.</p>	<p>Article 2: All young people have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, what their gender or gender identity is, what their culture is, whether they have a disability, or whether they are rich or poor. No young person should be treated unfairly on any basis.</p>

VOICE OF THE CHILD

The voice of the child is the young person's opinion. All young people have the right to express their opinion when decisions are being made about them. Adults, especially government decision makers, should hear and consider the young person's opinion when making a decision on their behalf.

Incorporating the voice of the child into our work is not about excluding the opinion and involvement of the young person's parents or caregivers, it is about including the young person and their opinion in the decision being made about them. This does not mean that the young person gets to make the decision, but it does support that the decision being made is considerate of the young person's opinion. Including the young person in decisions about them also aims to teach responsible decision making and holds the young person accountable for their actions and responsibilities as a rights holders.

The RCYO prioritizes incorporating the voice of the child into our work when possible. Circumstances when the young person is unable or unwilling to express their opinion, needs, or wants regarding the problem include:

- ✳ The young person is pre-verbal;
- ✳ The complexity of the problem being addressed exceeds the young person's cognitive skills and abilities;
- ✳ The nature of the advocacy case may be triggering (e.g. an assault or abuse); and/or
- ✳ The young person declines to provide input.

NATIONAL ADVOCACY STANDARDS

National Advocacy Standards, established by the CCCYA, provide a framework, which ensures consistency in child advocacy services across Canada. They also provide a basis for accountability, a direction for staff training, and a means to evaluate our services.

REPORTING ON OUR ACTIVITIES

The RCYO currently works in three different program areas including Individual Advocacy, Systemic Advocacy, and Communications and Public Awareness. Our fourth program area, Reviews of Critical Injuries and Deaths, is not operational as that section of the RCYA is not yet in force.

INDIVIDUAL ADVOCACY

When departments' services are not ethical, equitable, or consistent, or when someone is unable to receive a service, it can be brought to our attention for review. Our office can get involved to figure out what happened or, more often, what did not happen. We then work with those involved, such as the young person, their family, and the GN service providers to find a solution. These complaints are our individual advocacy cases.

Every individual advocacy case is unique and our Child and Youth Advocacy Specialists (Child Advocates) customize their response to fit each circumstance. Our cases require varying levels of support from our staff, which result in varying lengths of time for different problems to be resolved. We categorize our individual advocacy cases as either basic or comprehensive.

The individual advocacy process involves three phases: intake and assignment, investigation and problem solving, and resolution and follow-up, as detailed in Figure 3.

LEGEND for Figure 3, page 26.



Young person and/or their family



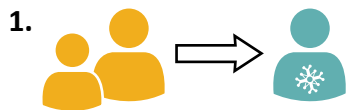
RCYO staff



Service provider(s)

FIGURE 3: The Individual Advocacy Process

Intake and Assignment



Someone contacts our office with a complaint about a department's service or is unable to receive a service. Our Intake Specialist records the information and determines if the complaint falls within our mandate, see page 19.



If it falls within our mandate, an individual advocacy case is opened, assigned to one of our three Child Advocates, and investigation and problem solving begins.

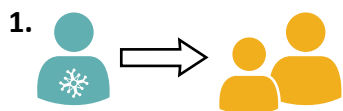
3. If it does not fall within our mandate, the individual is directed to someone outside of our office who can help them.

If the person is looking for information about our work, child rights, or department services and programs for young people, the Intake Specialist provides the relevant information or connects the person with someone who can help them.

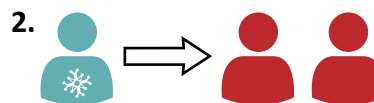
If someone is referred outside of our office, the Intake Specialist follows up to make sure help/answers were received. These are our information files.



Investigation and Problem Solving



When possible, the Child Advocate talks with the young person and/or their family to confirm the details of the situation and to determine which child rights are not being supported by the department(s).



The Child Advocate then talks with the service provider(s) involved and reviews relevant documents to confirm the facts.



The Child Advocate then works to resolve the problem in one of two ways:

3a. Basic advocacy support

The Child Advocate may assist with initial phone calls to service providers, make required referrals, and/or provide self-advocacy coaching to the young person and/or their family.

3b. Comprehensive advocacy support

When basic advocacy support isn't sufficient to resolve a complaint, comprehensive advocacy support is initiated. These cases may require meetings with the young person and/or their family, meetings with the service provider(s), attending/arranging case conferences, in-depth self-advocacy coaching, consultations with one of our Elder Advisors, escalating matters within the department(s), and/or finding other innovative and resourceful ways to resolve the problem.

Resolution and Follow Up



The Child Advocate follows up with the young person and/or their family and the service provider(s) to make sure the agreed upon solution is being implemented and the outcome is adequate.



If applicable, the Child Advocate notifies our Systemic Advocacy team that there is a potential systemic issue. See Systemic Advocacy section, page 35.

INDIVIDUAL ADVOCACY ACTIVITIES FOR 2021-2020

The RCYO saw a return to the average number of individual advocacy cases, this fiscal year, after a decrease the year prior, which was likely caused by the pandemic restrictions. Typically, we receive 15-20 new individual advocacy cases per quarter. However, in this fiscal year's third quarter, we opened 43 new cases. We attribute this record high number of new cases in a quarter to the return to full government services, such as full-time school in the fall of 2021.

This year, we continued to review closed individual advocacy cases. Reviewing our closed cases helps us ensure all of our case files are complete and continues to support us in determining where we can make improvements to the program. The Individual Advocacy chapter of the RCYO Policy and Procedure Manual was revised and implemented to include improvements to the following:

Initiating Reviews

Child Advocates are to initiate the review of an individual advocacy case within two business days. The review of an individual advocacy case is initiated when the Child Advocate contacts:

- ✿ the young person,
- ✿ referral source, or
- ✿ relevant service providers.

The RCYO reports publicly on their timeliness to initiate work on an individual advocacy case.

Additional/New Advocacy Problem

While working on an individual advocacy case, a Child Advocate may identify more than one advocacy problem. For example, the young person may be experiencing challenges with services from a different department as well. When this occurs, a new case should be opened for the newly identified advocacy problem. Separating advocacy problems assists with the Child Advocate's focus on, and resolution of, each advocacy problems.

Group Advocacy

These problems affect an identifiable and specific group of young people but are not systemic issues, e.g. problems regarding a lack of services at a specific school or residential care facility that similarly affect a group of young people.

Case Transfers

When a Child Advocate is scheduled to be away from the Office for more than 10 business days they will plan ahead for the management of their cases for the duration of their absence. The Manager of Individual Advocacy Services may also transfer files from one Child Advocate to another for caseload balancing, conflict of interest, or any other reason identified by the Child Advocate or the Manager of Individual Advocacy Services.

Quality Assurance and Performance Measures

Connections to updated quality assurance and performance measures were made throughout the chapter.

The following new policies and procedures were developed and implemented:

Sharing Information About Advocacy Services

A new policy and procedure was created to identify who is privy to information about Individual Advocacy cases. Those directly involved in the situation, such as the young person or their parent/guardian, if the young person is not able to direct advocacy services, would be privy to different information than other individuals involved in the case.

Confirming and Documenting Status of Child's Involvement with the Department of Family Services Procedure

A new procedure was established to confirm and document the status of a young person's involvement with the Department of Family Services, Family Wellness Division. This is a necessary step for young people on a Plan of Care or service agreement with the Director of Family Services, or with a court order for temporary or permanent custody as it may impact the direction of advocacy services and clarify who has the legal authority to make decisions.

Issuing of Recommendations through Individual Advocacy Work

A policy and procedures were established to guide development and monitoring of recommendations made to address problems identified in individual advocacy cases. These recommendations may be case-specific or systemic in nature.

Case-specific recommendations may include that a department:

- ✳ bring a file into compliance with departmental standards;
- ✳ conduct a comprehensive file review of a specific file;
- ✳ provide training on a specific topic to specific staff (e.g., a supervisor in a specific community); and/or
- ✳ review and reconsider a decision made.

Systemic Advocacy recommendations apply to more than the specific case and may include that a department:

- ✳ create a standard, directive, or policy to address an identified gap;
- ✳ make changes to, or develop a policy;
- ✳ make changes to legislation; and/or
- ✳ review a departmental program or service.

Audits

File audits will be done by the Manager of Individual Advocacy Services one month after a new case is opened and prior to closing the case. Audits are to determine that advocacy work is complete and documented, that cases meet RCYO performance and quality assurance measures, and where improvements can be made.

Exceptions

Any/all exceptions to existing policy or procedure must be discussed with the Manager of Individual Advocacy Services and documented in the Case Management System (CMS).

Statistics tracking

The Manager of Individual Advocacy Services tracks statistics for all advocacy cases that are opened, the timeliness of the Child Advocate's initial review, the GN services involved, and closed advocacy cases.

The three most common child rights that we advocated for this year in our individual advocacy cases are listed below. For a complete list of child rights, see page 22.

- ✳ **Article 27: access to an adequate standard of living;**
- ✳ **Article 3: protection of the best interests of the child,** and
- ✳ **Article 24: access to health and health services.**

In addition to providing advocacy services for our clients, this year we responded to 47 information files, which are typically questions or requests for information about our work, child rights, or services and programs for young people.

TABLE 2: Breakdown of Individual Advocacy Cases Worked On and Closed this Fiscal Year

Total Individual Advocacy Cases Worked On	114
Ongoing cases from previous years	33
New individual advocacy cases	81
Basic advocacy support cases	29
Comprehensive advocacy support cases	52
Total Individual Advocacy Cases Closed	65
Reason for closure	
Resolved	58
All advocacy avenues exhausted	3
Unable to contact client	4
Declined advocacy services	0

TABLE 3: New Individual Advocacy Cases Opened, by Region

New Individual Advocacy Cases	81
Kivalliq	28
Iqaluit	21
Qikiqtaaluk	16
Kitikmeot	8
Out-of-territory	8

TABLE 4: New Individual Advocacy Cases, by Department(s) Involved*

	Number of cases	Percentage of all new cases
Department of Family Services	61	75%
Department of Health	12	15%
Department of Education	9	11%
District Education Authorities	3	4%
Nunavut Housing Corporation	3	4%
Department of Justice	2	2%

* Total cases exceed 81 and percentages exceed 100% due to 6 cases involving more than one department.

TABLE 5: Person Who Raised New Individual Advocacy Case to Our Attention

Service provider	42%
Parent/family member	32%
Other (eg. RCYO initiative, community member)	21%
Foster parent	5%
Young person	0%

TABLE 6: New Individual Advocacy Cases, by Language of Service

English	77
Inuktitut	4
French	0
Inuinnaqtun	0

ADVOCATE'S APPLAUSE



HELPING A FRIEND, TIPS TO HELP WITH MENTAL HEALTH

The **Department of Health**, Population Health, created promotional resources in response to youth saying they often feel like they do not know what to say or do when a family member, friend, or someone they know is not feeling well, and reaches out to them for help.

Helping a Friend provides youth tips on the signs and symptoms of mental illness that can help them recognize if someone they know needs help. It also discusses where to go and who to talk to for help and that it is okay to ask for help. It promotes the idea of starting the conversation around mental health, encouraging support, and letting youth know that they are not alone.

This past year, *Helping a Friend* posters and k-cards were distributed to the Community Health Representatives (CHRs) in every community in Nunavut.

Accompanying these resources are a PowerPoint presentation and a lesson plan. The CHRs received training on how to use this resource in their communities and were encouraged to reach out to the high and middle schools, and youth centres or youth groups.

RESOLVING INDIVIDUAL ADVOCACY PROBLEMS

When an individual advocacy problem has been identified, our Child Advocates work collaboratively with department service providers to resolve it. Actions suggested by the Child Advocate to resolve the problem are detailed in Table 7.

TABLE 7: Suggested Action to Resolve New Individual Advocacy Cases*

	Department of Family Services	Department of Health	Department of Education	Department of Justice	District Education Authorities
Total Number of Cases*	61	11	9	2	3
Follow departmental policy, regulation, and/or legislation	35	0	6	0	1
Improve service coordination, within department(s) and between departments	13	4	4	0	0
Provide adequate planning and support for young people	42	3	1	2	1
Investigate allegations of a young person in need of protection	20	0	0	0	0
Implement in-school supports	0	1	5	0	1

* Total suggested actions may not be equal to the total number of cases because some cases did not include suggested action while others required more than one suggested action to resolve.

INDIVIDUAL ADVOCACY RECOMMENDATIONS

When collaboration with service providers is not enough to resolve an individual advocacy problem, the Representative may make recommendations to the department’s deputy minister.

This fiscal year, the Representative made six recommendations, that arose from individual advocacy cases, to the Department of Family Services.

New Individual Advocacy Recommendations Made This Year

Recommendations to the Department of Family Services Regarding Compliance with Standards and Procedures

On April 14, 2021, the Representative made three recommendations to the Department of Family Services regarding a lack of proper documentation and the failure to adhere to policies, procedures, and legislation in connection to an individual advocacy case.

TABLE 8: Recommendations Regarding Compliance with Standards and Procedures

Recommendation Made	Recommendation Accepted	Status ⁴
Based upon correspondence from the Department of Family Services from April 14, May 31, June 17, and November 15, 2021.		
1. The case file of [name redacted] and [their] family be reviewed and, as per section 108 of the Children and Family Services Manual, be brought into compliance within 60 days.	Agree	Implemented
Rationale: The Department of Family Services confirmed that the file is in compliance and that it reviewed each of the concerns raised by the RCYO. The Department of Family Services compiled electronic and paper files and ensured that documents were present in both files. For missing documents, the department inserted a document in the file noting these omissions and indicated that due to staff no longer being with the department or because of the amount of time that has lapsed these documents would not be completed.		

⁴ For explanation of status, see legend on page 39.

TABLE 8: Recommendations Regarding Compliance with Standards and Procedures continued...

Recommendation Made	Recommendation Accepted	Status ⁴
<p>2. An Individual Care Plan must be completed within 30 days. On January 26, 2021, the Executive Director, [name redacted], stated via email that “Individual care plan is a plan created for children/youth or adults who are in an out of home placement. It is to be reviewed quarterly as part of the case review.” This plan must demonstrate [name redacted]’s right to protection from harm, [their] right to a long-term permanent placement, and that it was made in consideration of [their] best interests, [their] views, and preferences.</p>	Agree	Implemented
<p>Rationale: The Department of Family Services provided the RCYO with an Individual Care Plan for this young person on May 31, 2021.</p>		
<p>3. Any out of home placements must consider all members of [the child’s] family and extended family, who have demonstrated that they are willing and able to protect [name redacted] and provide [them] with a safe and stable long-term home.</p>	Agree	Not Applicable
<p>Rationale: The Nunavut Court of Justice made a court order that determined the placement of the child. The Representative is not authorized to review an order, decision, or omission of a court, a judge, or justice of the peace. Follow-up with the Department of Family Services related to this recommendation ended at the time of the Court’s decision.</p>		

Language: This correspondence was in English.

Recommendations to the Department of Family Services Regarding Child Sexual Abuse Investigations

On July 6, 2021, the Representative made eight recommendations to the Department of Family Services. Three recommendations were case-specific, detailed below, and five recommendations were systemic in nature, detailed on page 42.

TABLE 9: Recommendations Regarding Child Sexual Abuse Investigations

Recommendation Made	Recommendation Accepted	Status ⁴
Based upon correspondence with the Department of Family Services from July 28, October 18, November 18, December 20, 2021, and February 25, and March 3, 2022.		
<p>1. Complete a comprehensive review on this case and use it as a learning and improvement opportunity. An individual who was not directly involved with the case and has the requisite knowledge of policy, procedure, legislation, and practice standards should complete the review. The review should identify what occurred and what corrective actions need to be taken both from an HR [Human Resources] and systems perspective to improve services to children, youth, and their families by Family Wellness and the [redacted community name] office.</p>	<p>Agree</p> <hr/> <p>Rationale: The Department of Family Services confirmed that a comprehensive review was completed. The Regional Director worked one-on-one with a Community Social Services Worker (CSSW) to address shortcomings in the investigation.</p> <p>The Department of Family Services has identified that they need to do more training and monitoring of intakes, assessments, and investigations. In the region where the case occurred, the Department of Family Services implemented mandatory reviews of each child protection report received by CSSWs. This included supervisory approval as well as the Regional Director reviewing all Structured Decision Making Screening and Response Priority Assessments on a weekly basis.</p>	<p>Implemented</p>
<p>7. The case file for [name redacted] and any related case files for this family be reviewed and, as per standard 108 of the Children and Family Services Manual, be brought into compliance within 60 days.</p>	<p>Agree</p> <hr/> <p>Rationale: Although we didn't receive confirmation until February 2022, the Department of Family Services reported that the Regional Director and the CSSW brought the file into compliance, being careful not to alter previously recorded information, and that all current and historical information was in the Client Information System.</p>	<p>Implemented</p>

⁴ For explanation of status, see legend on page 39.

TABLE 9: Recommendations Regarding Child Sexual Abuse Investigations continued...

Recommendation Made	Recommendation Accepted	Status ⁴
8. The investigation of sexual abuse as it relates to [name redacted] be reviewed and re-evaluated to ensure that the conclusion is based in all available evidence.	Agree	Implemented
	<p>Rationale: The Department of Family Services initially reported that the investigation had been reviewed and was being re-investigated by a CSSW in consultation with a Regional Manager and Regional Director. Information received from the Department of Family Services noted that “a file audit has identified that the sexual abuse investigation originally dated [date redacted] was closed without including and considering the results of the Sexual Assaults Evidence Kit (SAEK) exam.”</p> <p>The Department of Family Services later reported that a CSSW travelled to the community eight months after the initial incident to re-do this investigation to ensure it was up to standard, including re-interviewing various individuals. The results of the SAEK were obtained and recorded in the investigation.</p>	

Language: This correspondence was in English.

SYSTEMIC ADVOCACY

When multiple complaints are made to the RCYO about the same problem, we consider that something within the department, such as a policy or piece of legislation, may be causing the problems. If a problem has the potential to occur again and impact other young Nunavummiut if it is not addressed, we identify the problem as a systemic issue.

For each systemic issue, a lead department is identified as responsible for addressing the issue. However, some of the issues require multiple departments to work collaboratively to address the issue.

Systemic issues require Systemic Advocacy, which makes recommendations to responsible department(s) suggesting improvements to legislation, policies, procedures, programs, and services to address underlying factors. Multiple recommendations may be made to address one systemic issue. The RCYO can make systemic recommendations as the result of a systemic review; by making a submission when departments invite us to do so or there is a public call for submissions; or when adequate evidence is discovered through individual advocacy casework that a problem has the potential to occur again. All recommendations made are fact based with evidence to support that a change is needed to ensure department's support the rights and meet the needs of young Nunavummiut and their families.

Departments are under no obligation to fulfill our recommendations. However, if they agree to the recommendation we hold them accountable to fulfilling it.

One year after a recommendations is made, and on an annual basis, we follow up with departments for updates on their progress made to fulfill the recommendation they agreed to implement. This provides adequate time for departments to develop a plan, take action, and provide a substantive update on progress. The RCYO may shorten this timeline based on the urgency of the recommendation or the level of action required. All of these updates are reported publicly in this section of our annual report, including if a department disagrees with a recommendation.

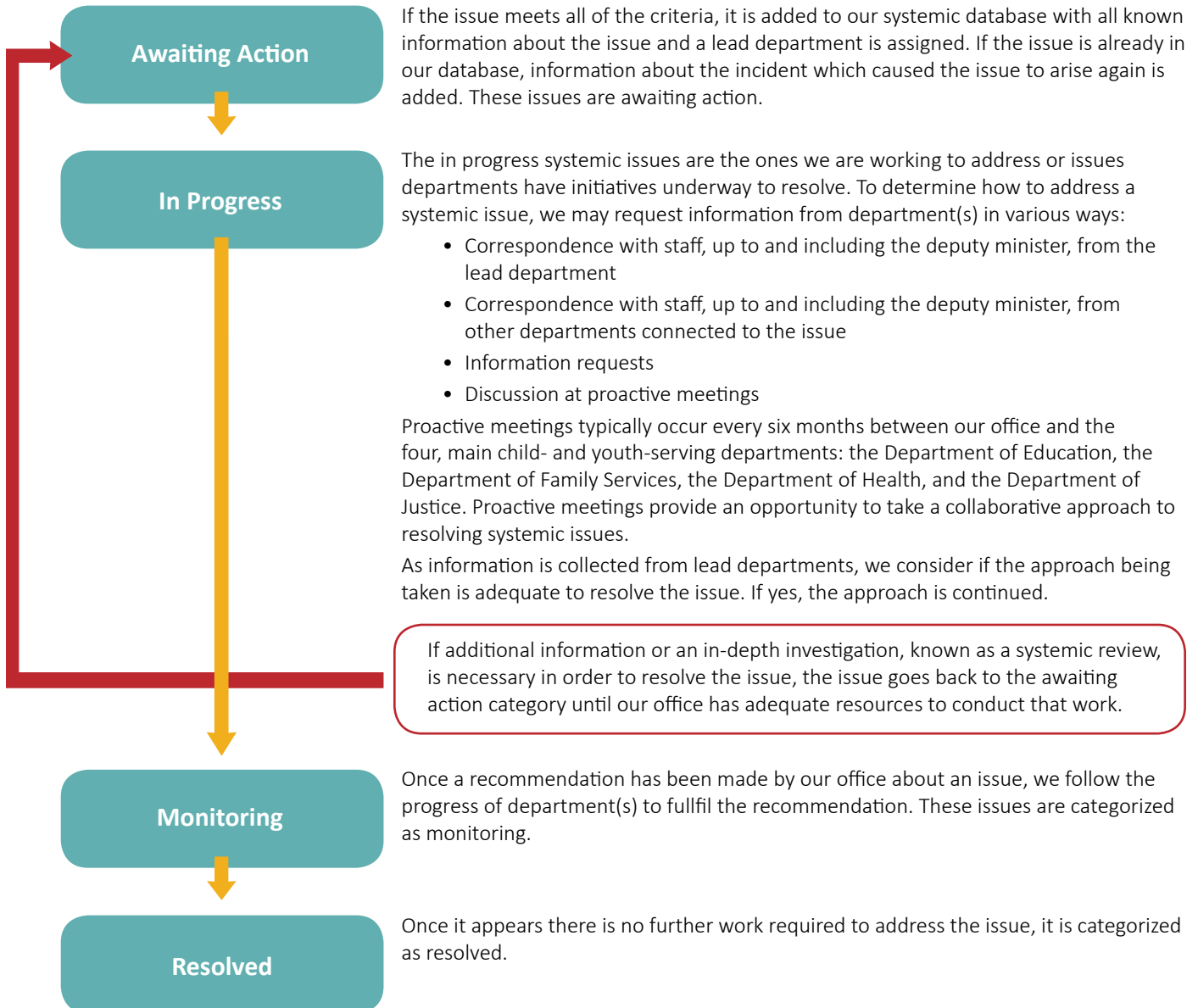
Our systemic database is a year over year accumulation of all systemic issues identified by or brought to the RCYO's attention. The database also tracks our systemic recommendations and progress made by responsible departments to fulfill them.

Systemic issues are primarily brought to our attention through the young people and families we work with in our individual advocacy casework. However, we may also learn about systemic issues from community members, from Members of the Legislative Assembly, Youth Parliamentarians, departments, and through the media.

FIGURE 4: Process for Resolving a Systemic Issues

When a possible systemic issue is brought to our attention, it is reviewed by the systemic advocacy team to determine if it meets all of the following criteria:

- Is a department(s) involved?
- Does the issue have the potential to occur again and impact other young Nunavummiut if it is not addressed?
- Would addressing the issue better meet the needs and support the rights of young people?



At any time throughout the process of resolving a systemic issue, the Representative may choose to report publicly on the issue, the department(s)' progress to fulfill our recommendation(s), or the resolution itself.

SYSTEMIC ADVOCACY ACTIVITIES FOR 2021-2022

This year, we made further revisions to the Systemic Advocacy chapter of the RCYO Policy & Procedure Manual. The changes made include:

- ✿ the referral process for new systemic issues has been revised to require timely information gathering about the issue;
- ✿ a new policy and procedures were created to guide the issuing of systemic recommendations when adequate information discovered through our work, for example through our individual advocacy casework, indicates a systemic recommendation is appropriate;
- ✿ updated procedure for interviewing witnesses under oath; and
- ✿ connections to updated quality assurance and performance measures throughout the chapter.

Our annual database review resulted in the removal of two systemic issues that did not meet the systemic issue criteria:

1. Physical accessibility of services and opportunities for children and youth was removed because departments confirmed that most of their facilities are accessible. The three non-accessible buildings included one Legal Service Board building and two Nunavut Arctic College (NAC) buildings. The Legal Services Board indicated it was in the process of undertaking work with its landlord to enhance accessibility at the affected office, and NAC indicated the two affected buildings were older and that when they are repaired or replaced they will meet the building code, which includes accessibility requirements.
2. Paediatric visit guidelines and impact on smaller communities was removed because the RCYO deemed the concern unfounded. The concern raised was hypothetical based on new guidelines that had not been implemented. Rather than reducing access to services and increasing wait times, according to the department, better access, continuity of services, and decreased wait times were realized during the first year of implementing the new guidelines.

We also combined two similar issues into one systemic issue. Lack of daycare spots and lack of preschool/Early Childhood Education spots are now categorized as lack of early learning and child care spots.

TABLE 10: Status of Systemic Issues by Lead Department

	Resolved	Monitoring	In Progress	Awaiting Action	TOTAL
Total Number of Issues	1	15	24	12	52
Department of Family Services	0	3	6	8	17
Department of Education	1	2	8	2	13
Department of Health	0	9	3	0	12
Department of Justice	0	0	5	0	5
Multiple departments involved	0	1	1	0	2
Department of Community and Government Services	0	0	0	1	1
Legal Services Board	0	0	1	0	1
Nunavut Housing Corporation	0	0	0	1	1

RESOLVED SYSTEMIC ISSUES**TABLE 11: Resolved Systemic Issues**

	Change to policy	Change to practice	Improved communication	Additional resources allocated
Department of Education				
Shortage of Student Support Assistants (SSAs)				●

MONITORING OF SYSTEMIC ADVOCACY RECOMMENDATIONS

This fiscal year, the RCYO issued 17 systemic recommendations through one submission and 10 recommendations arising from individual advocacy casework, which demonstrated the potential for the problem to become a systemic issue, impacting other young Nunavummiut and their families if not addressed.

To date, 82 systemic recommendations are being monitored. Twelve recommendations resulted from one systemic review (one recommendation has two parts that are monitored separately), 55 recommendations were made through submissions (one recommendation has two parts that are monitored separately), and 15 other recommendations were made as a result of our advocacy work. If a department disagrees with a recommendation the update is reported but the recommendation is no longer monitored. This year departments disagreed with one recommendation.

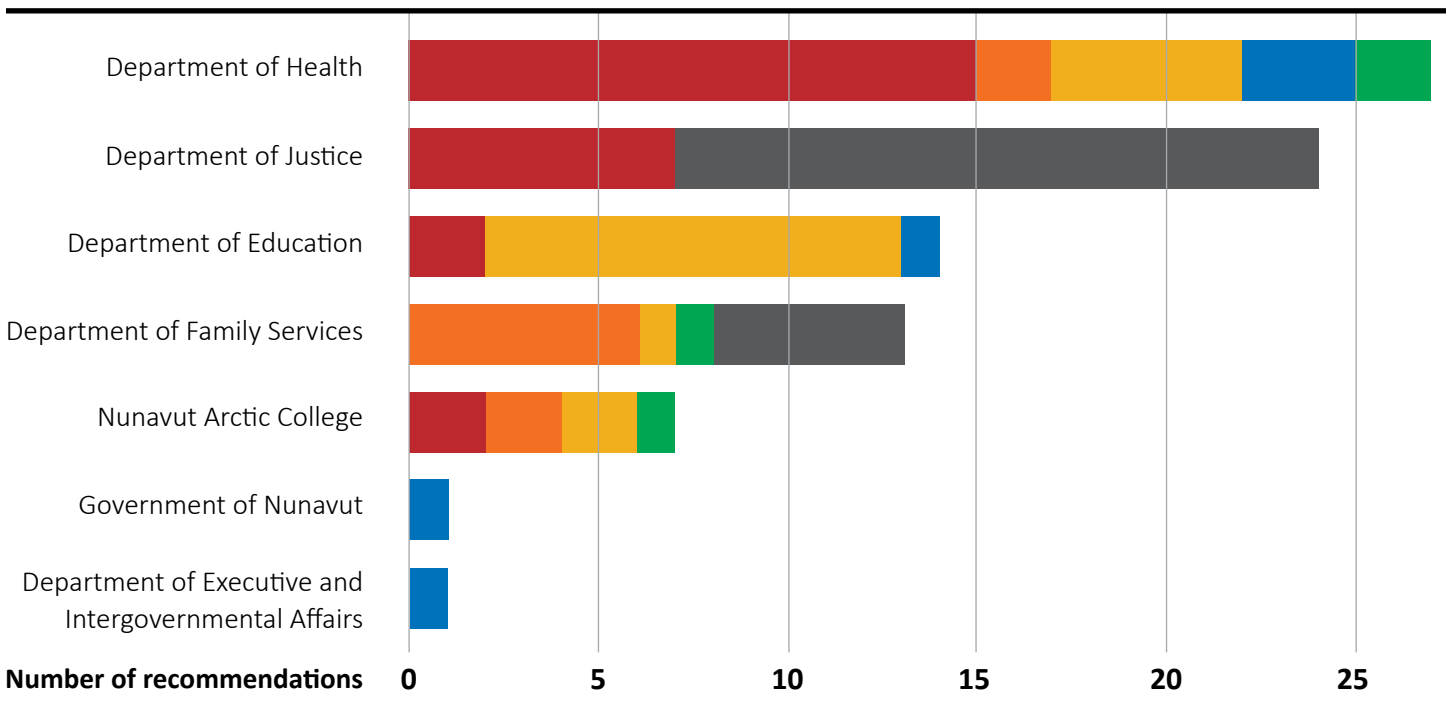
Summary of Recommendation Implementation by Department

The RCYO uses the recommendation monitoring scale below to assess the progress departments have made in fulfilling the Representative’s recommendations.

LEGEND

- **NO PROGRESS** Has met none or almost none of the aspects of the recommendation
- **LIMITED PROGRESS** Has met few aspects of the recommendation
- **SOME PROGRESS** Has met some of the requirements, or the most important requirements, of the recommendation, but other aspects of the recommendation remain unfulfilled
- **SUBSTANTIAL PROGRESS** Has met almost all of the requirements
- **IMPLEMENTED** Has fully met the requirements of the recommendation
- **PENDING** Less than one year has passed since the recommendation was issued

FIGURE 5: Summary of Recommendations Implemented by Department*



* Recommendations total 87 due to two recommendations having two parts which are monitored separately and three recommendations involving more than one department. Recommendations that departments disagreed with are not included in this chart.

Recommendations Made this Fiscal Year Through Submissions

Submission to the Department of Justice regarding the Family Law Review

The Representative provided the Department of Justice a submission on August 13, 2021, in response to an invitation to provide feedback on the Family Law Review.

TABLE 12: Family Law Review Submission Recommendations

Recommendation Made	Recommendation Accepted	Status
	Based upon correspondence from the Department of Justice dated November 1, 2021.	
Status, recommendation accepted, and rationale information is identical for all Family Law Review recommendations.	Not known as of March 31, 2022. Rationale: Recommendations less than one year old	Pending
1. The Department of Justice amend the <i>Family Law Act</i> to set a minimum age for entering a marriage contract of at least 19 years of age.		
2. That the Department of Justice align the <i>Family Law Act</i> with the federal <i>Divorce Act</i> with respect to sections of the legislation that speak to spousal support.		
3. That the Department of Justice amend section 58(3) of the <i>Family Law Act</i> to require that a mediator confer with children during mediation unless the mediator determines that doing so is contrary to the children’s best interests.		
4. Expressly include commitment to the United Nations <i>Convention on the Rights of the Child</i> as a guiding principle in the administration and interpretation of the <i>Children’s Law Act</i> .		
5. The Department of Justice amend the <i>Children’s Law Act</i> to add provisions for determining parentage in situations of assisted reproduction, assisted reproduction after death, surrogacy, and other arrangements.		
6. The Department of Justice align the <i>Children’s Law Act</i> with the federal <i>Divorce Act</i> with respect to promoting the best interests of the child.		
7. The Department of Justice align the <i>Children’s Law Act</i> with the federal <i>Divorce Act</i> with respect to family violence considerations.		
8. The Department of Justice amend the <i>Children’s Law Act</i> to use the child-focused terminology currently used in the federal <i>Divorce Act</i> .		
9. The Department of Justice align the <i>Children’s Law Act</i> with the federal <i>Divorce Act</i> with respect to sections of the legislation that speak to child support.		
10. The Department of Justice address relocation in the <i>Children’s Law Act</i> to align with the relocation process set out in the federal <i>Divorce Act</i> .		

Recommendation Made

11. The Department of Justice amend subsection 39(1) of the *Children's Law Act* to more explicitly recognize that a minor does not require parental consent to obtain or refuse medical treatment if the minor is capable of consenting and considered a mature minor.

 12. The Department of Justice repeal subsection 39(3) of the *Children's Law Act* so that a child's right to be heard as set out in section 83 applies with respect to all applications made under Part III of the *Children's Law Act*.

 13. The Department of Justice amend the *Marriage Act* to set a minimum age for marriage of at least 19 years of age and repeal sections 43, 44, 45, 46, and 48 of the *Marriage Act*.

 14. That the Department of Justice engage young people in community consultations related to the Family Law Review.

 15. That the Department of Justice create a website specifically for children, youth, and their families with Nunavut specific information on the family justice system, separation and divorce, and other relevant resources.

 16. That the Department of Justice also ensure that any child or youth-focused information on the family justice system is also widely available in hard copy.

 17. The Department of Justice develop legislation similar to Clare's Law, to protect potential victims and their loved ones from known offenders.
-

Language: This submission was provided to the Department of Justice in English. It is available on our website in all official languages.

Other Recommendations Made this Fiscal Year

Recommendations to the Department of Family Services Regarding Child Sexual Abuse Investigations

On July 6, 2021, the Representative made eight recommendations to the Department of Family Services. Three recommendations were case specific, detailed on page 33, and five recommendations were systemic, detailed below.

TABLE 13: Recommendations Regarding Child Sexual Abuse Investigations

Recommendation Made	Recommendation Accepted	Status
	Based upon correspondence from the Department of Family Services from July 28, November 18, and December 20, 2021.	
2. The Children and Family Services Standards and Procedures Manual should be updated to include when and how referrals are to be made to the Umingmak Centre. If there is a referral form it should be included in the manual.	Agree	Limited Progress
	Rationale: The Department of Family Services reported that the team reviewing and improving the Child and Family Wellness Standards and Procedures Manual was notified to include the Umingmak Centre as a referral source/option for children and their families who may have or are experiencing abuse and that the Umingmak Centre's referral form would be included in the manual's latest revisions. By March 31, 2022, the department had not provided a copy of the draft Child and Family Wellness Standards and Procedures Manual to the RCYO for review.	
3. The Children and Family Services Standards and Procedures Manual should be updated to specifically reference the Nunavut Child Abuse and Neglect Response Agreement and a copy of the agreement should be included in the manual for staff to reference.	Agree	Limited Progress
	Rationale: The Department of Family Services reported that the Child and Family Wellness Standards and Procedures Manual would be updated to reference and include the latest Nunavut Child Abuse and Neglect Response Agreement. By March 31, 2022, the department had not provided a copy of the draft Child and Family Wellness Standards and Procedures Manual to the RCYO for review.	

Recommendation Made	Recommendation Accepted	Status
<p>4. All staff should be trained on the Nunavut Child Abuse and Neglect Response Agreement in conjunction with the RCMP in the respective communities to ensure it is used consistently when conducting child abuse investigations. This should be completed when a new CSSW, Supervisor, or Manager is hired as part of their orientation/ training and prior to receiving any form of delegation.</p>	Agree	Some Progress
	<p>Rationale: The Department of Family Services reported that training for the Nunavut Child Abuse and Neglect Response Agreement had been included in CORE training; that it was presented to 11 staff during training in December 2021; and that 49 staff participated in mandatory training on January 19, 2022. Each regional manager and regional director were asked to review and ensure all staff had a copy of the Nunavut Child Abuse and Neglect Response Agreement. No evidence was provided that training in conjunction with RCMP in the respective communities occurred.</p>	
<p>5. A policy and procedure should be developed and implemented that clearly outlines who is responsible for documentation and case management decisions in cases that involve more than one community and how children and families coming from one community to another will receive services from Family Wellness including investigations.</p>	Agree	Limited Progress
	<p>Rationale: The Department of Family Services reported that the updated Child and Family Wellness Standards and Procedures Manual would include coordination of services when a child/family is temporarily moved out of their home community. By March 31, 2022, the department had not provided a copy of the draft Child and Family Wellness Standards and Procedures Manual to the RCYO for review.</p>	
<p>6. All supervisors and managers, whether in indeterminate positions or acting, must be fully trained on their roles and responsibilities as they relate to ensuring that policies, procedures, and legislation are followed.</p>	Agree	Limited Progress
	<p>Rationale: The Department of Family Services reported that Management Training, comprised of 5 modules, was developed and initiated in October 2020. According to the department, 14 staff participated in module one in October 2021. The RCYO has not received any evidence to confirm that module one of the Management Training includes roles and responsibilities as they relate to ensuring that policies, procedures, and legislation are followed.</p>	

Language: This correspondence was in English.

Recommendations to the Department of Family Services regarding Local Contract Authorities

The Representative made five recommendations to the Department of Family Services on December 6, 2021, as a result of multiple, similar individual advocacy cases.

TABLE 14: Local Contract Authorities Recommendations to the Department of Family Services

Recommendation Made	Recommendation Accepted	Status
Status, recommendation accepted, and rationale information is identical for all Local Contract Authorities (LCA) recommendations.	Based upon correspondence from the Department of Family Services dated December 20, 2021.	
	Not known as of March 31, 2022.	Pending
<ol style="list-style-type: none"> 1. The Department of Family Services amend its Child and Family Services Standards and Procedures Manual to include clear timelines for the LCA purchase approval process. 2. That the Department of Family Services create and implement a policy that clearly states who is eligible to receive support via an LCA so that all children and families, as per the <i>Child and Family Services Act</i>, are receiving equitable and consistent services, including those not in the care of the Director. 3. The Department of Family Services train and ensure all Family Wellness employees are aware of and implement these policies consistently. 4. The Director immediately send out a directive to all staff that addresses the issue while a policy and procedure are being developed and implemented so children and families are immediately receiving supports in a consistent and equitable manner. 5. The Director immediately address the inconsistent practice in the identified region. 	Rationale: Recommendations less than one year old	

Language: This correspondence was in English.

Recommendations Made in a Previous Year as the Result of a Systemic Review

Our Minds Matter: A Youth-Informed Review of Mental Health Services for Young Nunavummiut

On May 22, 2019, the Representative made 15 recommendations to departments to address the inadequate mental health services for young people in the territory. Our office began monitoring departments' progress in fulfilling these recommendations in 2019-2020. One recommendation is no longer being monitored as the lead department disagreed with the recommendation, so there will be no associated action to monitor. Monitoring of the remaining 14 recommendations continued in 2021-2022. Departments disagreed with two more recommendations this year.

The status and rationale are based upon the information received from departments to date, with a focus on the progress made in the 2021-2022 fiscal year.

TABLE 15: *Our Minds Matter* Recommendations

Recommendation Made	Recommendation Accepted	Status
	Based upon correspondence with the Department of Education (July 30, 2021; August 12, 2021; October 20, 2021; November 17, 2021; December 2, 2021); the Department of Executive and Intergovernmental Affairs (October 28, 2021); the Department of Health (October 29, 2021; May 27, 2022; July 5, 2022), the Department of Justice (November 1, 2021), and NAC (November 1, 2021).	
1. The Department of Health and the Department of Education collaborate to ensure a full range of mental health services, including universal programming, targeted interventions, and intensive interventions are delivered in Nunavut schools.	Partially Agree	Substantial Progress
	<p>Rationale: The Department of Health and the Department of Education continue to work on the following:</p> <ul style="list-style-type: none"> • Revising the School Based Mental Health and Wellness Framework • Piloting the Makimautiksat Youth Program within the school setting • Inuusivut and Mental Health and Addictions staff in each community introduce themselves to schools, advise of local services and how to access them, and conduct afterschool psychosocial programming in various communities with approval from the District Education Authority (DEA). • Development and distribution of books and educational resources, connected to curriculum, focused on mental wellness <p>The Department of Education is funding school-based positive mental health support services for eight school communities in the 2021-2022 school year, modelled on the successful Child First Initiative-funded pilot that occurred in 2019-2020.</p>	

TABLE 15: Our Minds Matter Recommendations continued...

Recommendation Made	Recommendation Accepted	Status
2. The Department of Education ensure that all school staff, including <i>Ilinniarvimmi Inuusilirijit</i> , guidance counsellors, teachers, support staff, and principals, receive basic mental health training on how to connect children and youth with appropriate mental health services and how to support them while this connection is being made.	Agree	Some Progress
	<p>Rationale: The Department of Education completed the following:</p> <ul style="list-style-type: none"> • Psychological First Aid and Finding Hope Through Caring workbooks were reviewed with <i>Ilinniarvimmi Inuusilirijit</i> during regularly scheduled conference calls • Mental Health and Addictions staff lists were shared with Regional School Operations for distribution to schools monthly • The RESTORE toolkit is available to staff through the Educator Toolbox and has been shared with schools • The mental health support services flowchart was redistributed to all schools and is embedded in the Education Support Services training materials 	
3. The Department of Education enhance mental health literacy in schools.	Agree	Some Progress
	<p>Rationale: The Department of Education is providing training and support to school staff in the eight school communities receiving the school-based positive mental health support services.</p> <p>Resources to support the social-emotional needs of students that are available to all educators include:</p> <ul style="list-style-type: none"> • Online courses and pre-recorded webinars • Facilitated training sessions from the Canadian Red Cross on topics such as therapist education sessions, Psychological First Aid, stress relief, calming the mind and body, anxiety and COVID fatigue strategies, safety planning, encouraging help-seeking, and peer support 	
4. The Department of Education, in consultation with the Department of Justice, immediately address the consent barrier that exists when students who may benefit from mental health services are identified in the school environment.	Disagree	
	<p>The Department of Education advised it disagrees with the recommendation and will not be moving forward with work that it had previously committed to conducting with the Department of Justice.</p> <p>The Department of Justice confirmed that the Department of Education sought and received advice that is protected by solicitor-client privilege.</p>	

Recommendation Made	Recommendation Accepted	Status
<p>5. The Department of Health ensure that contracts that adequately meet service demands are established for out-of-territory mental health services for children and youth where these services are not currently available in Nunavut, and ensure that children and youth receive appropriate aftercare and follow-up upon return to their home communities.</p>	<p>Agree</p>	<p>Some Progress</p>
<p>6. The Government of Nunavut establish an in-territory facility that offers residential mental health treatment for children and youth, including, but not limited to, psychiatric, psychological, behavioural, and counselling services. These services should incorporate family engagement and healing and be grounded in Inuit knowledge, culture, and parenting practices.</p>	<p>Neither Agree nor Disagree</p>	<p>No Progress</p>

Rationale: The Department of Health has confirmed that there are seven facilities on the current Mental Health and Addictions Standing Offer Agreement that offer specific treatment services for children and youth.

Individuals approved for placement are able to go to the placement within one to four weeks. When multiple placements in a facility are required, e.g. family counselling, it can take upwards of 15 to 16 weeks to access the service.

The follow-up options in contracts with out-of-territory facilities, established in January 2021, continue to be implemented:

- Structured annual reviews for out-of-territory clients
- Formal training with mental health nurses to reiterate their role in follow-up with out-of-territory clients
- Quarterly reports from out-of-territory facilities are tracked and reviewed
- In-person visits by an out-of-territory contractor, prioritizing youth
- An active partnership with the Office of the Public Guardian regarding all shared clients

Further, the Department of Health noted that "there continues to be a significant demand for beds for mental health and addictions clients under the age of 19 across Canada. This national shortage affects Health's ability to secure beds for clients."

Rationale: The Department of Health stated that, "The establishment of an in-territory facility that offers residential mental health treatment for children and youth could be a possibility for the future but is not being planned currently."

Further, "it is very unlikely that the Nunavut Recovery Centre will be providing the full spectrum of mental health services for children or youth as its focus is on addictions and trauma services."

The Department of Health also noted that it "contributes to the Umingmak Centre which offers mental health clinical services to children who have experienced abuse."

When developing the Mental Health and Addictions Strategy, required under the new *Mental Health Act*, "Health will ensure children and youth needs are thoroughly considered and addressed. Although an in territory facility is not currently being planned, family engagement can be incorporated in a variety of ways such as healing and culture in youth programming and services. As well, Youth Program Coordinators at the community level support more consistent, culturally appropriate mental health services across the territory."

TABLE 15: *Our Minds Matter* Recommendations continued...

Recommendation Made	Recommendation Accepted	Status
<p>7. The Department of Health implement recommendations iii(4) and iii(5) from the 2015 Coroner’s Inquest into Suicide, and apply these recommendations in cases of suicidal ideation in addition to suicide attempts. These recommendations state, in part, that the Government of Nunavut,</p> <p>Recommendation iii(4)</p> <p>Establish a formal follow-up protocol for individuals who have attempted suicide by April 2016.</p> <p>Recommendation iii(5)</p> <p>Change the <i>Mental Health Act</i> to allow for family to be contacted and immediately involved after a suicide attempt regardless of the age of the person who has attempted suicide. This should be systematic, and it requires also that Mental Health workers receive training and re-orientation to always develop safety plans and conduct counselling with the family present. This is a new recommendation that involves allotment of resources to re-training and a change in orientation to a more family and community intervention approach.</p> <p>To supplement recommendation iii(5), we further recommend adding the option of an alternative adult if a family member is deemed inappropriate.</p>	<p>Partially Agree</p> <hr/> <p>Rationale: Recommendations iii(4) and iii(5) are reflected in the new <i>Mental Health Act</i>, which received assent on June 8, 2021, but is not yet in force.</p> <p>While adults and mature minors are consulted on who their <i>tikkuaqtaujuq</i>, selected representative, will be, minors are not given the opportunity to state who they would like to have as their <i>tikkuaqtaujuq</i>. Parents and guardians automatically fill the role. If the parents or guardian are deemed inappropriate, it triggers the Duty to Report under the <i>Child and Family Services Act</i>.</p>	<p>Substantial Progress</p>

Recommendation Made	Recommendation Accepted	Status
<p>9. The Department of Health:</p> <p>a. finalize and deliver a comprehensive training program, that includes a substantial focus on delivering supports to children and youth, to mental health and addictions outreach workers.</p>	Partially Agree	Some Progress
<p>10. Nunavut Arctic College, in partnership with the Department of Health, offer professional education programs that build the capacity of the mental health workforce in Nunavut, and that these programs offer a focus or specialty related to child and youth mental health.</p>	Partially Agree	Limited progress

Rationale: In November 2021, mental health managers and front-line workers, along with 14 mental health and addictions paraprofessionals participated in in-person training to support and engage in trauma work with Nunavummiut, youth and children in particular, and to protect staff from the repercussions of engaging in this work.

Rationale: In the fall of 2021, NAC, in partnership with Memorial University of Newfoundland and Labrador, began offering a degree in social work. This program includes information on child and youth mental health.

The next review of the Social Services Program will determine if there is an opportunity to create streams into different specialties, such as child and youth-specific mental health.

The nursing curriculum has been updated to include a course with a specific focus on the mental health needs of children and youth.

The Department of Health’s Mental Health and Addictions division has been in contact with NAC in a “preliminary way” to explore other less intensive training opportunities for Mental Health and Addictions staff. Further, the Mental Health and Addictions division has also consulted with the Educational Upgrade Program and are assessing the possibility of including a Mental Health and Addictions Worker program in the program’s curriculum.

There are currently no programs available with a focus or specialty related to child and youth mental health.

TABLE 15: Our Minds Matter Recommendations continued...

Recommendation Made	Recommendation Accepted	Status
<p>11. The Department of Health, or any other department hiring a mental health service provider:</p> <p>a. engage the services of Elders or cultural consultants to guide the delivery of mental health services; and</p>	Partially Agree	Some Progress
	<p>Rationale: As reported last year, the Department of Health advised that cultural consultants or elders can help to inform practice, but cannot necessarily be involved in specific cases.</p> <p>The new <i>Mental Health Act</i>, not yet in force, recognizes the importance of elders, will allow them to visit an individual under involuntary admission, and elder involvement in postvention is also planned through the development of the associated regulations.</p> <p>A new Mental Health and Addictions Advisory Committee was created. The committee is developing a sub-group of individuals with lived experience.</p>	
<p>b. offer an ongoing spectrum of cultural competency training and ensure that a minimum of one component is completed prior to the start of employment.</p>	Partially Agree	Limited Progress
	<p>Rationale: The Department of Health agrees that cultural competency is important. Training resources are available to new and existing staff. Individuals are provided with resources before starting their positions.</p> <p>The GN offers an Indigenous Cultural Competence course and it is strongly encouraged for health and social service providers and staff. It is mandatory for some staff such as the Inuusivut Mental Health and Addictions division and physicians. Facilitation capacity is an issue.</p>	
<p>12. The Department of Health increase public and service provider awareness of existing mental health services available for children, youth, and their families.</p>	Agree	Some Progress
	<p>Rationale: Mental health-related community radio shows were relaunched in response to the spring 2021 COVID outbreak.</p> <p>According to the Department of Health, Mental Health and Addictions staff remotely engaged many child and youth participants across the territory in activities promoting awareness of mental health services and supports. They conducted community-based programming, such as community feasts, to re-engage children and youth as restrictions lifted. They introduced themselves to schools and advised of available services, and continue to promote their services and any programming for children and youth on social media, radio, websites, and posters displayed in public areas.</p>	

Recommendation Made	Recommendation Accepted	Status
<p>13. The Department of Health develop a youth-informed public awareness campaign for children, youth, and their families to reduce mental health stigma.</p>	<p>Agree</p>	<p>Some Progress</p>
	<p>Rationale: The Department of Health funded an online safety campaign for preadolescents and teens, launched by the Embrace Life Council in June 2021.</p> <p>Work is ongoing with Isaksimagit Inuusirmi Katujjiqatigiit Embrace Life Council on a campaign for youth and adults to de-stigmatize suicide. Scripts for these videos are complete, but filming is delayed due to the pandemic, with three of five videos recorded.</p> <p>The Department of Health in partnership with Atiigo Media has created seven of eight planned videos to promote the Makimautiksat Youth Program. The goals of the videos are to reduce mental health stigma and increase access to the program. Work continues on the eighth video.</p>	
<p>14. The Government of Nunavut, under the leadership of the Department of Executive and Intergovernmental Affairs, develop and implement an interdepartmental service coordination protocol for the delivery of child and youth-related services.</p>	<p>Agree</p>	<p>Substantial Progress</p>
	<p>Rationale: On June 2, 2021, the Deputy Minister of the Department of Executive and Intergovernmental Affairs asked the RCYO to provide feedback on its draft service coordination protocol.</p> <p>On June 16, 2021, the RCYO responded by indicating that the protocol provided “does not address the primary intent of a service coordination protocol which should focus on the coordination and collaboration of front-line service providers from various departments to work together to provide holistic services to children, youth, and their families.”</p> <p>In the spirit of collaboration and with the hope of improving the lives of children, youth, and their families, and the quality of services they have a right to receive in Nunavut, the RCYO provided a draft protocol for the GN’s consideration. This draft considered several publicly available protocols, including the GN’s own <i>Nunavut Interagency Information Sharing Protocol</i>. Further, the draft protocol incorporated feedback from the Information and Privacy Commissioner of Nunavut.</p> <p>On October 12, 2021, the Deputy Ministers of the Department of Education, the Department of Family Services, the Department of Health, and the Department of Justice signed the GN <i>Interdepartmental Service Coordination Protocol for the Delivery of Services for Children and Youth</i>.</p> <p>The RCYO confirmed that all signatory departments had begun implementing the protocol and had plans to continue the implementation process.</p>	

Language: *Our Minds Matter* was submitted to the Legislative Assembly in Inuktitut and English. It is available on our website in all official languages.

Recommendations Made in Previous Years Through Submissions

Submission to the Department of Justice regarding the *Family Abuse Intervention Act*

The Representative provided the Department of Justice a submission on February 10, 2021, in response to an invitation to provide feedback on the *Family Abuse Intervention Act* (FAIA).

TABLE 16: *Family Abuse Intervention Act* Submission Recommendations

Recommendation Made	Recommendation Accepted	Status
	Based upon correspondence from the Department of Justice dated December 20, 2021.	
Status, recommendation accepted, and rationale information is identical for all FAIA recommendations.	Not known as of March 31, 2022	No Progress
	Rationale: Awaiting direction from the new government	
1. The <i>Family Abuse Intervention Act</i> clearly state that a Community Intervention Order may include a provision recommending that a child attend specified counselling.		
2. The <i>Family Abuse Intervention Act</i> explicitly state that every affected young person must be granted an opportunity to express their opinion and have it considered when decisions about them are being made under the Act.		
3. The <i>Family Abuse Intervention Act</i> include commitment to the United Nations <i>Convention on the Rights of the Child</i> as a guiding principle in the administration and interpretation of the Act.		
4. The <i>Family Abuse Intervention Act</i> reference the Duty to Report, as laid out in section 8 of the <i>Child and Family Services Act</i> .		
5. That section 25 of the <i>Family Abuse Intervention Act</i> be amended to allow minors younger than the age of 14 years to make an application for abuse intervention.		
6. The Department of Justice implement a Child Rights Impact Assessment (CRIA) to consider the direct or indirect, intended or unintended, short-, medium-, or long-term consequences that any revisions to the existing <i>Family Abuse Intervention Act</i> will have on the children and youth of Nunavut.		
7. That the Department of Justice seek input directly from children and youth to inform the department's review of the <i>Family Abuse Intervention Act</i> .		

Language: This submission was provided to the Department of Justice in English and is available on our website in all official languages.

Submission to the Standing Committee regarding Bill 36 - *Mental Health Act*

The Minister of Health introduced Bill 36 - *Mental Health Act* in October 2019. On April 6, 2020, the Representative provided a submission in response to a call from the Standing Committee on Legislation. The Representative also provided the Department of Health with a copy of the submission.

As a result of Parliamentary Privilege, the Department of Health was unable to provide the RCYO with information on whether or not it agreed or disagreed with these recommendations, nor discuss where recommendations were reflected in the new Act. Bill 36 received assent on June 8, 2021, but is not yet in force.

TABLE 17: Bill 36 - *Mental Health Act* Submission Recommendations

Recommendation Made	Recommendation Accepted	Status
Based upon RCYO analysis of the amended version of Bill 36 - <i>Mental Health Act</i> that received assent on June 6, 2021, and correspondence from the Law Clerk dated October 13, 2021.		
1. Amend part 1, section 2 of Bill 36 to add specific criteria that sets out when a minor will be considered a mature minor, including language that ensures that: <ul style="list-style-type: none"> a. There will be no minimum age for a young person to be declared a mature minor; and 	Withheld under Parliamentary Privilege	Implemented
Rationale: An amendment was made at s3.1 to clarify that no minimum or maximum age is set to determine a young person’s status as a mature minor.		
b. The health professional has determined that the medical treatment and the procedure to be used is in the best interests of the minor and their continuing health and well-being.	Withheld under Parliamentary Privilege	No Progress
Rationale: No related amendment		
The broad statement of best interests made at s1(d)(v) of the Act was in Bill 36 when it was introduced, and does not specifically make the recommended connection to determining that a minor is a mature minor.		

TABLE 17: Bill 36 - Mental Health Act Submission Recommendations continued...

Recommendation Made	Recommendation Accepted	Status
<p>2. Amend part 1, section 3 of Bill 36 to require health professionals to allow minors to choose their <i>tikkuaqtaujuq</i> or <i>tikkuaqtaujuuit</i>, or in cases where the minor does not have the capacity to choose, require health professionals to consider every minor’s opinion, as to whom their <i>tikkuaqtaujuq</i> or <i>tikkuaqtaujuuit</i> should be.</p>	<p>Withheld under Parliamentary Privilege</p> <hr/> <p>Rationale: No related amendment</p>	No Progress
<p>3. Amend part 1, subsection 3(9) of Bill 36 to include the minor as an individual who may apply to the Board of Review for a decision respecting “the consent or decision” referred to in that subsection.</p>	<p>Withheld under Parliamentary Privilege</p> <hr/> <p>Rationale: No related amendment</p>	No Progress
<p>4. Amend part 7 of Bill 36 to require the Board of Review to consider the opinion of the young person when making a decision about them, unless the Board of Review determines that doing so is inappropriate or in any way harmful to the young person.</p>	<p>Withheld under Parliamentary Privilege</p> <hr/> <p>Rationale: No related amendment</p>	No Progress
<p>5. Amend part 2, section 4 of Bill 36 to specifically include the delivery of intensive mental health interventions for students in schools.</p>	<p>Withheld under Parliamentary Privilege</p> <hr/> <p>Rationale: An amendment was made at s4(n.1) to allow the Minister of Health to provide mental health services in schools.</p> <p>The wording does not specifically include intensive interventions, nor does it exclude them.</p>	Substantial Progress
<p>6. Amend part 2, section 5 of Bill 36 to require that the mental health and addictions strategy address the specific mental health needs of children and youth.</p>	<p>Withheld under Parliamentary Privilege</p> <hr/> <p>Rationale: No related amendment</p>	No Progress

Recommendation Made	Recommendation Accepted	Status
7. Amend part 9, section 75 of Bill 36 to require that the annual report include, at minimum, statistics on services and outcomes of children and youth who had contact with mental health services.	Withheld under Parliamentary Privilege Rationale: No related amendment	No Progress
8. Amend Bill 36 to require that reports made pursuant to part 3, section 7 regarding suicide attempts be forwarded to the Representative for Children and Youth as a critical injury, where the attempt is made by an individual who meets the definition of a child or youth as defined in the <i>Representative for Children and Youth Act</i> .	Withheld under Parliamentary Privilege Rationale: No related amendment	No Progress
9. Amend Bill 36 to require that information collected pursuant to part 3, subsection 8(5) be forwarded to the Representative for Children and Youth as a critical injury, where the information concerns an individual who meets the definition of a child or youth as defined in the <i>Representative for Children and Youth Act</i> .	Withheld under Parliamentary Privilege Rationale: No related amendment	No Progress
10. Amend part 3, section 13(1) of Bill 36 to allow for the disclosure of information to the Representative for Children and Youth.	Withheld under Parliamentary Privilege Rationale: Amendment as s13(a.1) indicates that disclosure of information is required when requested under s26 of the RCYA.	Implemented

TABLE 17: Bill 36 - Mental Health Act Submission Recommendations continued...

Recommendation Made	Recommendation Accepted	Status
11. Amend part 5, section 32 of Bill 36 to require that, where the individual is a child or youth, as defined in the <i>Representative for Children and Youth Act</i> , they will be provided with information on the Representative for Children and Youth's Office as outlined in section 22 of the <i>Representative for Children and Youth Act</i> .	Withheld under Parliamentary Privilege Rationale: No related amendment	No Progress
12. Amend part 5, section 18 of Bill 36 to include a general statement of child rights as they are agreed to in the United Nations <i>Convention on the Rights of the Child</i> , in addition to the rights enjoyed by others.	Withheld under Parliamentary Privilege Rationale: No related amendment	No Progress
13. Amend part 8, section 71(2) of Bill 36 to include a requirement that in order to be a rights advocate, a person must be knowledgeable of child rights as per the United Nations <i>Convention on the Rights of the Child</i> .	Withheld under Parliamentary Privilege Rationale: No related amendment	No Progress
14. Amend part 9, section 77 of Bill 36 to include a requirement that a health professional must be knowledgeable of the United Nations <i>Convention on the Rights of the Child</i> in order to be designated as a mental health rights specialist for the purposes of the Act.	Withheld under Parliamentary Privilege Rationale: No related amendment	No Progress

Language: The submission was provided to the Standing Committee on Legislation in Inuktitut and English and to the Department of Health in English. It is available on our website in all official languages.

Submission to Nunavut Arctic College for the 10-Year Strategic Plan Consultation

The Representative provided a submission to NAC on February 28, 2020, in response to its public call for input on its 10-year strategic plan. In response to a direct request from NAC for input, the Representative re-submitted these recommendations on October 28, 2020.

TABLE 18: Nunavut Arctic College 10-Year Strategic Plan Consultation Submission Recommendations

Recommendation Made	Recommendation Accepted	Status
Based upon correspondence from NAC dated July 30, 2021, and November 1, 2021.		
1. Seek input from young people as part of a broader consultation process.	Agree	Some Progress
Rationale: While representatives from the Board of Governors met with high school students in the communities visited for public consultation in 2020-2021, additional information requested about these consultations still has not been provided by NAC.		
2. Keep young people informed of post-secondary education and career options supported by Nunavut Arctic College.	Agree	Some Progress
Rationale: Due to the pandemic public health measures, NAC utilized video conferencing to meet with Nunavut high schools to present information on post-secondary education and career options.		
3. Develop and implement a child rights module for delivery within all current and future course offerings.	Agree	No progress
Rationale: NAC “acknowledges that it has not developed a separate plan for the development and delivery of a specific child rights module.”		

TABLE 18: Nunavut Arctic College 10-Year Strategic Plan Consultation Submission Recommendations

continued...

Recommendation Made	Recommendation Accepted	Status
4. Offer professional programs to build the capacity of the mental health workforce in Nunavut and ensure that these programs offer a focus or specialty related to child and youth mental health.	Agree	Limited progress
	<p>Rationale: In the fall of 2021, NAC, in partnership with Memorial University of Newfoundland and Labrador, began offering a degree in social work. This program includes information on child- and youth-specific mental health.</p> <p>The next review of the Social Services Program will determine if there is an opportunity to create streams into different specialties, such as child and youth mental health.</p> <p>The nursing curriculum has been updated to include a course with a specific focus on the mental health needs of children and youth.</p> <p>The Department of Health’s Mental Health and Addictions division has been in contact with Nunavut Arctic College in a “preliminary way” to explore other less intensive training opportunities for Mental Health and Addictions staff. Further, the Mental Health and Addictions division has also consulted with the Educational Upgrade Program and are assessing the possibility of including a Mental Health and Addictions Worker program in the program’s curriculum.</p> <p>There are currently no programs available with a focus or specialty related to child and youth mental health.</p>	
5. Form a partnership to allow students to earn a Bachelor of Social Work.	Agree	Implemented
	<p>Rationale: In the fall of 2021, NAC, in partnership with Memorial University of Newfoundland and Labrador, began offering a degree in social work.</p>	
6. Explore and implement ways to enhance offerings that will support post-secondary education and career options in the recreation field.	Agree	No progress
	<p>Rationale: In past correspondence, NAC stated that this recommendation has been noted and will be considered in the development of the 10-Year Strategic Plan. This year’s correspondence did not provide any further information.</p>	

Language: The submission was provided to NAC in English and is available on our website in Inuktitut, English, and French. The Inuinnaqtun version will be made available once translation is completed.

Submission to the Department of Education on the Student Record Regulations and Policy Intentions

At the request of the Department of Education, the Representative provided a submission in response to the Student Record Regulations and Policy Intentions on October 16, 2019.

The Department of Education indicated that drafting instructions have been completed. However, as of October 20, 2021, the department had determined that the drafting instructions needed to be reviewed and updated to include additional items, and was anticipating submitting the regulations to Cabinet in early 2022.

TABLE 19: Student Record Regulations and Policy Intentions Submission Recommendations

Recommendation Made	Recommendation Accepted	Status
Based upon correspondence from the Department of Education dated July 30, 2021 and October 20, 2021. The Department of Education has not provided a copy of the draft Regulations to the RCYO for review, analysis, and confirmation.		
1. Move forward with the proposal to review each student record biannually. [s.3(2)]	Agree	Some Progress
Rationale: Submitted for Department of Education Executive approval in July 2021, the proposed Ilitaunnikuliriniq Registration Guidelines for Kindergarten to Grade 12 provide guidance to school administrators to ensure the correct registration of students in kindergarten through grade 12. The guidelines are intended to complement the Student Records Information Management Directive and Student Records Regulations submitted to Department of Justice in spring 2021, which are currently with the Department of Education's policy division to finalize the proposed revisions. The proposed directive sets out registration requirements while the guidelines provide concrete information to operationalize the directive as it relates to registration. The proposed guidelines, directive and regulations recommend biannual student record reviews at the school level to ensure accurate student registration and reporting information.		
2. Expand the proposed categories for the collection of student information to include student identification numbers from all Canadian jurisdictions, and not specifically Nunavut, Alberta, or the Northwest Territories. [s.4(1)(b)]	Agree	Some Progress
Rationale: The proposed guidelines, directive, and regulations [s.4(1)(b)] recommend the collection of student information to include student identification numbers from all Canadian jurisdictions, and not specifically Nunavut, Alberta, or the Northwest Territories.		

TABLE 19: Student Record Regulations and Policy Intentions Submission Recommendations continued...

Recommendation Made	Recommendation Accepted	Status
3. Consider the ability of mature minors to consent to the inclusion of the information in their student record. [s.4]	Neither Agree nor Disagree	No Progress
	Rationale: The proposed guidelines, directive and regulations recognize the inclusion of information given by adult students, not mature minors.	
4. Allow signed statutory declarations to validate the name and date of birth in the student record, in addition to the list of government issued documents that are currently proposed. [s.4(1)(a) and s.4(1)(b)]	Agree	Some Progress
	Rationale: The proposed guidelines, directive and regulations [s.4(1)(a) and (b)] allow signed statutory declarations to validate the name and date of birth in the student record, in addition to the list of government issued documents that are currently proposed.	
5. Use gender inclusive language in official documents and templates. [s.4(1)(c)]	Neither Agree nor Disagree	Some Progress
	Rationale: The proposed guidelines, directive, and regulations [s.4(1)(c)] use gender inclusive language in official documents and templates.	
6. Ensure currently accepted terms for ethnicity are used. [s.4(1)(e)]	Neither Agree nor Disagree	Some Progress
	Rationale: Draft Student Record Regulations are under development. The Department of Education will ensure currently accepted terms for ethnicity are used.	
7. Move forward with the proposal to collect email addresses and reject the proposal to replace residential address with mailing address only. [s.4(1)(f) and s.4(1)(g)]	Agree	Some Progress
	Rationale: The proposed guidelines, directive, and regulations [s.4(1)(f) and (g)] move forward with the proposal to collect email addresses and reject the proposal to replace residential address with address only.	
8. Add a provision to exclude any information relating to advocacy cases that involve the work of the Representative for Children and Youth's Office from the student record. [s.5(b)]	Neither Agree nor Disagree	Some Progress
	Rationale: The proposed guidelines, directive, and regulations [s.5(b)] add a provision to exclude any information relating to advocacy cases that involve the work of the RCYO from the student record.	
9. Add specific timelines in the student record process. [s.9]	Neither Agree nor Disagree	Some Progress
	Rationale: The proposed guidelines, directive, and regulations [s.9] add specific timelines in the student record process.	

Recommendation Made	Recommendation Accepted	Status
10. Establish an electronic transfer process to address the challenges and delays that arise by exclusively using registered mail for the transfer of student records. [s.9(2)]	Neither Agree nor Disagree	Some Progress
	Rationale: The proposed guidelines, directive, and regulations [s.9(2)] as well as the new student information system support the establishment of an electronic transfer process to address the challenges and delays that arise by exclusively using registered mail for the transfer of student records.	
11. Deliberately and thoughtfully seek input from students past and present during this process to ensure their opinions are considered.	Neither Agree nor Disagree	No Progress
	Rationale: The Department of Education committed to deliberately and thoughtfully seek input from past and present students commencing in April 2022, to ensure their opinions are considered during this process. This commitment is for a time after the regulations will be finalized, rather than during the development process.	

Language: The submission was provided to the Department of Education in English. It is available on our website in all official languages.

Other Recommendations Made in Previous Years

Recommendation to the Department of Health regarding the *Medical Travel Policy* and Escorts' Authority to Provide Consent

The Representative made a recommendation to the Department of Health on March 24, 2021, stemming from the RCYO's pilot systemic review on medical consent for custom adopted children.

TABLE 20: Medical Travel Escorts' Authority to Provide Consent Recommendation

Recommendation Made	Recommendation Accepted	Status
Based upon correspondence from the Department of Health dated May 27, 2022.		
1. The Department of Health amend the <i>Medical Travel Policy</i> to require that all client escorts travelling with clients who are infants or children bring satisfactory evidence of their authority to provide legal consent for medical decisions on the infant or child's behalf.	Neither Agree nor Disagree	No Progress
Rationale: The Department of Health "continues to educate client escorts on the necessary documentation that they are required to bring with them to demonstrate their authority to provide consent for medical decisions when escorting clients who are infants or children. Health centre staff continue to discuss and remind escorts of their escort responsibilities. The <i>Medical Travel Policy</i> will be reviewed in Summer 2022; this will be an area for consideration."		

Language: This correspondence was in English.

Recommendation to the Department of Health regarding the *Medical Travel Policy* and Escorts for Pregnant Women

The Representative made a recommendation to the Department of Health on September 1, 2020, following the department’s May 2020 amendments to the *Medical Travel Policy*. In 2019-2020, the creation of subsection 6.6(f) of the policy had resolved the systemic issue titled “medical travel for pregnant mothers (escorts)”. Removal of the subsection from the policy reopened the systemic issue.

TABLE 21: Escorts for Pregnant Women Recommendation

Recommendation Made	Recommendation Accepted	Status
Based upon correspondence from the Department of Health dated October 29, 2021.		
1. I recommend that the <i>Medical Travel Policy</i> be immediately updated to reinstate the eligibility criteria for an escort when “the client requires travel for confinement to give birth outside of their home community.”	Neither Agree nor Disagree	No Progress
	<p>Rationale: The Department of Health advised that changes to the <i>Medical Travel Policy</i> made in May 2020 are “to support public health recommendations around travel”. The department “agrees that a client travelling for confinement should have an escort”.</p> <p>“Overall, the Department of Health agrees with the intent of the recommendation,” but “the specific actions requested don’t align with Health’s current plans... The Department of Health is committed to reviewing the clauses changed at the last revision in 2020, once the public health emergency ends.”</p>	

Language: This correspondence was in English.

Recommendation to the Department of Family Services Regarding Adoption Subsidies

The Representative made a recommendation to the Department of Family Services on May 19, 2020, which arose from the RCYO’s work on an individual advocacy case where it was determined that the Department of Family Services incorrectly applied an adoption subsidy and may have made the same error in all the adoption subsidies it reviewed at that time.

TABLE 22: Recommendation Regarding Adoption Subsidies

Recommendation Made	Recommendation Accepted	Status
<p>Based upon correspondence from the Department of Family Services in the 2020-2021 fiscal year, April 21, 2021, June 17, 2021, and February 8, 2022.</p>		
<p>1. Review all open adoption subsidies, previously reviewed by the Director of Family Services dating back to March 2016, ensuring Department of Family Services’ processes, policies, and legislation are followed and Adoption Regulations have been applied ethically.</p>	<p>Agree</p> <p>Rationale: In June 2020, the Department of Family Services committed to reviewing 18 adoption subsidies. In April 2021, the department provided the results of the review for 14 adoption subsidies.</p> <p>In February 2022, the Department of Family Services provided a report that outlined the findings from the review of four adoption subsidy cases. The review resulted in some subsidy increases.</p> <p>The majority of case reviews resulted in adoption subsidy increases. Neither review granted retroactive payment increases.</p>	<p>Implemented</p>

Language: This correspondence was in English.

Recommendations to the Department of Family Services Regarding Training and Corrective Action

The Representative made two recommendations to the Department of Family Services on May 4, 2020, because our work on an individual advocacy case was systemic in nature.

TABLE 23: Recommendations Regarding Training and Corrective Action

Recommendation Made	Recommendation Accepted	Status
<p>1. Training for all front-line staff, supervisors, and their managers in the Family Wellness Division that educates all staff on their legislative responsibility and the accompanying policies and procedures. The training must include clear expectations of what and how services are to be delivered.</p>	<p>Agree</p>	<p>Limited Progress</p>
<p>2. Corrective action, as per Section 801 of the Human Resources Manual, must be taken when it is identified that staff have not adhered to policies, procedures, and legislation, from front-line service providers to the senior and executive management employees.</p>	<p>Agree</p>	<p>Limited Progress</p>

Based upon the November 20, 2020, and November 24, 2021, proactive meetings between the RCYO and the Department of Family Services and correspondence dated March 22, 2022.

Rationale: The Department of Family Services provided a list of training undertaken by employees this fiscal year. According to an agenda provided by the department, CORE training includes the standards and procedures manual and connections to the *Child and Family Services Act*.

A total of 18 staff received Core training in Iqaluit during two sessions that occurred in September and November 2021.

Rationale: The Department of Family Services has not provided any additional information to demonstrate that it is implementing corrective action based on section 801 of the Human Resources Manual when concerns are brought to the department's attention.

Language: This correspondence was in English.

IN PROGRESS SYSTEMIC ISSUES

TABLE 24: Systemic Issues In Progress and Steps Taken to Address the Issue

	Correspondence to lead department(s)	Raised with additional department(s)	Discussed at proactive meeting(s)	Outstanding information request	Departmental initiative in progress	Systemic review in progress
Department of Education						
Daycare and District Education Authorities' policies	●		●		●	
Financial Assistance for Nunavut Students (FANS) travel policy	●					
Lack of early learning and child care spots	●				●	
Opportunities after graduation	●				●	
School attendance	●				●	
Student educator ratio and overcrowded classrooms	●				●	
Teacher shortages					●	
Violence in schools	●				●	

	Correspondence to lead department(s)	Raised with additional department(s)	Discussed at proactive meeting(s)	Outstanding information request	Departmental initiative in progress	Systemic review in progress
Department of Family Services						
Child sexual abuse rates	●				●	
Concerns with Ilagittugut Group Home	●					
Inadequate staffing			●			●
Safe houses for young people and their families					●	
Transition planning for children in care						●
Young people placed in unsafe home						●
Department of Health						
COVID-19 isolation hubs	●		●			
Dental care services			●		●	
Issues relating to specialty services		●	●			

TABLE 24: Systemic Issues In Progress and Steps Taken to Address the Issue continued...

	Correspondence to lead department(s)	Raised with additional department(s)	Discussed at proactive meeting(s)	Outstanding information request	Departmental initiative in progress	Systemic review in progress
Department of Justice						
Child-friendly court	●		●		●	
Children under care of parent(s) under guardianship order			●			
Inappropriate use of guardianship order			●			
Lack of community correction officers in communities			●		●	
Transition planning for young people in custody			●		●	
Department of Family Services and Department of Health						
Lack of proper training for sexual abuse investigations	●				●	
Legal Services Board						
Youth unaware of legal aid support	●				●	

Language: Correspondence with departments was in English.

SYSTEMIC ISSUES AWAITING ACTION

TABLE 25: Systemic Issues Awaiting Action, by Lead Department(s)

Department of Community and Government Services

Recreation for children and youth

Department of Education

Crisis Response Protocol in schools

Quality of the education system

Department of Family Services

Child and Family Services Act offers less protection to youth than children

Concerns around custom adoption and safety

Food security

Including the voice of the child in decisions

Out-of-territory care

Parental support for families

Stability of foster home placements

Support for foster parents and their input

Nunavut Housing Corporation

Inadequate and overcrowded housing

ADVOCATE'S APPLAUSE



SOCIAL EMOTIONAL LEARNING RESOURCES FOR SCHOOLS

Recognizing the importance of the mental health and wellbeing of our students and staff, the **Department of Education** has developed a series of social emotional learning resources for schools.

What began as a series of children's books featuring Arctic animals that talk about their thoughts, feelings, and emotional experiences, grew into a concerted effort to provide support for teaching these themes across the curriculum. This initiative also responds to the department's commitment to implement the Inuusivut Anninaqtuq Action Plan 2017-2022, a Nunavut Suicide Prevention Strategy.

The series now includes more than 30 levelled books, graphic novels and short chapter books, five animated videos, a language learning app, and card games in Inuktitut and English, as well teacher resources and instructional tools.

These materials are incorporated in the Inuktitut Titiqqiriniq balanced literacy program and align with Inuktitut language arts learning outcomes. The themes of these resources range from developing vocabulary to express emotions, building healthy relationships, respecting personal boundaries, and asking for help from others.

Providing children and youth with reading material that represents their language, culture, and identity is essential to their development as readers and learners. Embedding these resources with supportive and authentic messaging about emotions will equip them with tools they can use to strengthen their mental health and advocate for their wellbeing.

COMMUNICATIONS AND PUBLIC AWARENESS

One of our responsibilities is to help educate all Nunavummiut about child rights, as well as the responsibilities that adults and governments have to support the rights of children.

Our communications and public awareness work takes many forms including giving presentations; developing child-rights resources and information materials; hosting a yearly child rights-based contest; and sharing important information about our work through the media, social media, and the Office's website, www.rcynu.ca.

While our office is located in Iqaluit, we work on behalf of all young Nunavummiut making our most comprehensive public awareness initiative our community engagement visits. It is important that we visit communities to hear directly from Nunavummiut, and see first-hand, the current challenges affecting young people and their families in each community.

All of these initiatives share the goal of building and strengthening relationships with our many stakeholders including children, youth, families, community members, departments, the Legislative Assembly, and the media.

Every year we strategically plan public awareness initiatives while continually looking for new opportunities to engage with our stakeholders as they arise and our human resources allow.

COMMUNICATION AND PUBLIC AWARENESS ACTIVITIES FOR 2021-2022

This year, the Communications and Public Awareness program implemented changes to how it records and monitors requests from, and outcomes of, media coverage that pertain to the RCYO; and switched website analytics software. Both of these changes, along with connections made to workflows in the RCYO Policy and Procedure Manual, will assist in reporting accurate statistics for these channels year over year.

A new introductory section was drafted for the RCYO Policy and Procedure Manual focusing on style guidelines, acronyms, abbreviations, and definitions. Further changes made to the Communications and Public Awareness chapter of the RCYO Policy and Procedure Manual, include:

- ✳ revised community engagement visit procedures for all three types of visits, General Outreach, Special Event, and Advocacy Related, including updated travel checklists
- ✳ a detailed procedure for editing, designing, and distributing reports, including Quarterly Reports and Business Plans, as well as the connection to a workflow about how to submit documents for tabling in the Legislative Assembly
- ✳ an expanded procedure about the Manager of Communications and Public Awareness's responsibilities associated with the Representative's appearances at Standing Committees, including working with the Representative to write their opening comments; coordinating the collection of information from all RCYO programs areas to inform the Representative's appearance; and facilitating mock interviews, prior to the appearance, with the Representative and other RCYO staff in attendance
- ✳ removal of the procedure which detailed how to provide background information to the media
- ✳ a revised social media policy which eliminated the establishment of the RCYO Social Team and the procedures previously established for managing social media as a team. The management of social media is the sole responsibility of the Manager of Communications and Public Awareness

- ✳ the removal of verbal consent to have a person's photo taken and published in RCYO documents
- ✳ connections to workflows for ordering promotional items and booking advertisements as per procurement processes; and how to submit, edit, and retrieve documents for translations through the Department of Culture and Heritage
- ✳ a detailed description of all internal staff meetings
- ✳ connections to updated quality assurance and performance measures throughout the chapter

CHILD RIGHTS EDUCATION RESOURCES

Anaana's Tent

The RCYO continued to work in collaboration with Inhabit Education and Taqut Productions Inc. to complete three more child rights segments for Anaana's Tent. These segments focus on the right to education, the right to play, and the right to healthcare.

Anaana's Tent is an engaging educational television program set in the Arctic, geared towards children two to five years of age. The program airs on Aboriginal People's Television Network (APTN) in both Inuktitut and English.

Language: Child rights segments will broadcast in Inuktitut and English.

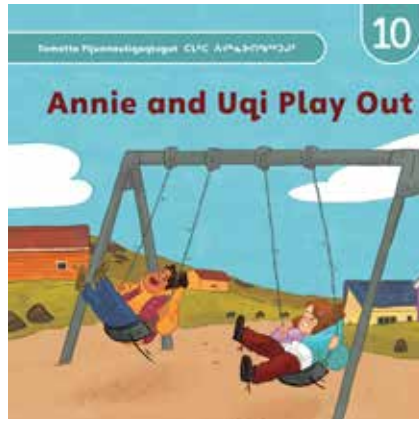
The Bully

In collaboration with Inhabit Education, the RCYO initiated the creation of a third child rights curriculum resource with extension activity for the Department of Education's Inuktitut Titiqqiriniq balanced literacy program. This book is at a grade four reading level. The plot is based on common challenges, such as bullying and mental wellness, that some young Nunavummiut face today, as per our advocacy work.

This book and extension activities were completed by the end of the 2021-2022 fiscal year and will be delivered to all Nunavut schools, in Inuktitut and English, in the 2022-2023 school year.

Annie and Uqi Play Out

Annie and Uqi Play Out, our second child rights book, established under the same partnership as *The Bully*, was printed last year after being put on hold in 2019-2020 due to COVID-19 precautions. The distribution of this book has been delayed, but is expected to arrive in all Nunavut schools in the 2022-2023 school year.



Language: Digital copies of *Annie and Uqi Play Out*, and the extension activities, are accessible on our website in Inuktitut, English, and French. The Inuinnaqtun version will be made available once translation is completed.

Hard and digital copies of *Annie and Uqi Play Out*, *The Bully*, and their respective extension activities will be delivered to all Nunavut schools in the 2022-2023 school year in Inuktitut and English, with Inuinnaqtun and French versions to follow once translations are completed.

YOUTH ENGAGEMENT

Virtual Presentation: *Effective Communication*

As a way to engage with young people virtually, last year we created an interactive presentation about effective communication for students in grades seven to 12. The presentation focuses on a young person's right to be heard and the responsibilities of listening and speaking effectively and respectfully. The presentation is now available through Connected North and by contacting the Office directly.

Language: The presentation is available in Inuktitut and English.

Blog: *The Voice of a Young Person*

With the help of our Advocacy Summer Student, we created a blog, hosted on our website, called "The Voice of a Young Person". Some of the topics covered in the blog include the RCYO's program areas, why child rights matter, why we should wear orange on Canada Day, and what it is like being a young person in Nunavut during COVID-19. Each blog entry was written by our summer student and reflects their opinions and life.

Our Advocacy Summer Student was also supported to research the topic of lowering the voting age to 16 years. The findings and advocacy support for this initiative were detailed in a letter, also shared on the blog. This initiative was in response to the advocacy efforts of a group of students in Iqaluit.

Language: Our blog is available on our website in all official languages.

Youth Vote

In partnership with the Chief Electoral Officer, the RCYO contracted Iliitaqsiniq, the Nunavut Literacy Council, to develop and administer the Nunavut Youth Motivate to Vote Program. The goals were to:

- ✳ increase democratic literacy through peer engagement;
- ✳ motivate youth to vote in the 2021 Nunavut General Election;
- ✳ promote future voters registering with Elections Nunavut; and
- ✳ build leadership awareness for participants.

A youth advisory committee, consisting of four participants representing all three Nunavut regions, guided the selection of social media platforms, choose influencers, prioritized content for sharing, and created promotional materials. The project hired four Nunavut TikTok influencers, Lenny Aqigiaq-Panigayak, Kyra Flaherty, Annie Buscemi, and Gem Tatatuapik, to share non-partisan information on voter registration, voting, and democracy on social media platforms, including Facebook, Instagram, and TikTok. The Facebook page was liked by 221 individuals, 65% of whom were in the target age group. The Instagram account had 52 followers.

Language: Posts and videos were in English and/or Inuktitut.

TABLE 26: Youth Vote Social Media Campaign Reach

Facebook posts				23
Likes	239	Shares		81
Instagram posts				7
Likes	144	Plays		7,428
TikTok videos				7
Likes	1,721	Shares		56
Plays	22,789			

National Child Day

Every year on November 20, National Child Day is celebrated in recognition of Canada’s agreement to the United Nations *Convention on the Rights of the Child*.

In March 2021, the RCYO approached Northern News Services Ltd. (NNSL Media) about producing a child rights feature to coincide with National Child Day. NNSL Media, which publishes Nunavut News and the Kivalliq News, adopted the initiative and the feature was published on November 15. The November 22 edition followed up with additional coverage on child rights including a story about the importance of child rights and the work of the RCYO.

This year, we exchanged the *Your Story, Your Voice* content for a child rights t-shirt logo design contest called My Child Rights! All young Nunavummiut were encouraged to submit artwork or logo designs that conveyed what child rights mean to them.

Thirty-nine individual submissions were received from young Nunavummiut across the territory. RCYO staff voted on and selected the top three entries. These three young people received their choice of on-the-land gear from Arctic Survival valued up to \$500. Mason Parks of Pond Inlet had the top winning entry and his child rights logo design will be featured on the next RCYO t-shirt.

Language: The contest was promoted in Nunavut News, Kivalliq News, and on the RCYO’s Facebook page and website in all official languages.

FIGURE 6: My Child Rights! Contest Winners



First place winner: Mason Parks, 10 years old from Pond Inlet



Second place winner: Patrick Witzaney-Chown, 10 years old from Iqaluit



Third place winner: Meriva Manebou, 14 years old from Iqaluit

COMMUNITY ENGAGEMENT

The best way to share information about our work is to meet with people face to face. To do this, RCYO staff travel to all of Nunavut’s communities.

Our revised community Engagement visit procedure, finalized this fiscal year, supports our staff to travel to communities for one of three purposes:

General Outreach: Raises awareness of child rights and how the RCYO can support young people and their families. General outreach community visits prioritize:

- * meeting with young people, families, and other community members to better understand the challenges young people face specifically in that community; and
- * meeting with government service providers to explain our role and how we can all work together to support the rights and best interests of children and youth.

Special Event: Supports RCYO staff to participate in an event while building relationships with community members and supporting community initiatives.

Advocacy Related: Encourages RCYO staff to travel to a community to conduct work related to a specific individual advocacy case.

In September 2021, RCYO staff resumed community engagement visits after COVID-19 travel restrictions and precautions were lifted. Community travel was again suspended in December 2021 due to COVID-19. We will continue to pilot the revised community engagement visit procedures for future visits and evaluate it once we have visited half of Nunavut’s communities.

TABLE 27: Community Engagement Schedule

Community and Date Visited	Type of Visit
Clyde River September 27 - October 1, 2021	General Outreach
Rankin Inlet October 18 - 22, 2021	Advocacy Related
Baker Lake October 11- 15, 2021	Event-specific/ Advocacy Related
Iqaluit Ongoing	General Outreach/ Event-specific/ Advocacy-related

FACEBOOK

The implementation of Facebook is supporting the RCYO in sharing important information about the work of the Office, child rights, and directing the public to content and child rights resources available on our website. The RCYO prioritizes sharing posts regarding opportunities for young Nunavummiut to participate in and departmental initiatives for young people and families.

TABLE 28: RCYO Facebook Statistics

Total number of original posts	60
Followers, by the end of the fiscal year	250
Post Reach, the number of people who saw the post at least once	21,537
Post Engagement, the number of times people engaged with the post through reactions, comments, shares, views, and clicks	1,559

Language: All original Facebook posts were made in English, Inuktitut, and French using Microsoft translator.

WEBSITE

After reconfiguring our website in 2020-2021, this year we switched analytics software, from Google Analytics to Matomo, in order to capture more accurate statistics about visitors to our website. Based on last year's statistics, this year we had an increase of 1,600% in visits to our website! We attribute a large part of this increase to sharing content available on our website through Facebook.

TABLE 29: Website Visits, by Language Accessed

Total website visits	4,779
English	75.2%
French	16.9%
Inuktitut	5.5%
Inuinnaqtun	2.4%

LETTERS AND STATEMENTS

Notices of Adverse Report

The RCYO issued a notice of adverse report to nine departments regarding the RCYO's 2020-2021 annual report. All departments were provided the opportunity to comment on related content prior to the report's publication. Five departments provided feedback. All feedback was reviewed, considered, and incorporated, if appropriate, prior to publication.

Language: This correspondence was done in English.

Welcome Letter for MLAs and Premier Akeegok

With a new territorial government elected this fall, the RCYO provided welcome letters and promotional items to all elected MLAs during their orientation. The letter explained the mandate of the RCYO and encouraged all MLAs, as representatives of their constituents, to:

- ✳ Display the laminated RCYO poster provided in their package in their constituency office to help raise awareness of the RCYO in all Nunavut communities;
- ✳ Bring all concerns related to departments' services for children, youth, and their families to the RCYO's attention;
- ✳ Encourage their constituents to reach out to the RCYO directly if they have a complaint about a department's service for young people;
- ✳ Reach out to the RCYO if they require information about the work of our office or child rights as per the United Nations *Convention on the Rights of the Child*;

The RCYO sent an additional letter to Premier Akeegok once he was appointed as Premier. This letter expressed our support for his acknowledgement of the importance of young Nunavummiut during the Leadership Forum, and suggestions on how to address some of the greatest issues that young Nunavummiut face today, based on our advocacy work, that should be prioritized as this government's mandate is determined.

The issues included were:

1. A proactive and collaborative approach to address the child abuse crisis⁵ that exists in the territory;

2. Ensuring adequate, child- and youth-focused mental health supports are accessible to all young Nunavummiut. This includes a full implementation of the RCYO recommendations in *Our Minds Matter*⁶;
3. Better child and youth program and service coordination between Government of Nunavut service providers and departments; and
4. Increased accountability and oversight by departments to ensure ethical, equitable, and consistent services, especially when it comes to child protection matters.

Language: These letters were provided in Inuktitut and English. The letter to the MLAs can be made available in all official languages by contacting our office. The letter to the Premier is available on our website in all official languages.

Response to the Standing Committee on Oversight of Government Operations and Public Accounts

On September 13, 2021, we received feedback from the Standing Committee on Oversight of Government Operations and Public Accounts (Standing Committee) regarding our appearance about our 2019-2020 annual report. The feedback was reviewed, considered, and either had already been incorporated into our 2020-2021 annual report or has been incorporated into this annual report. Our response was provided to the Standing Committee on January 18, 2022.

Part of the feedback received was to re-consider the inclusion of best practices by departments in our annual reports. "Advocate's Applause" highlight departmental initiatives that were particularly successful in promoting and protecting the rights of children and youth.

On November 25, 2021, the RCYO reached out to the four main child- and youth-serving departments for best practice submissions. The RCYO accepted a maximum of one submission from each department. The submissions received by the end of the fiscal year deadline can be found on pages 29 and 69.

Language: Our response was provided to the Standing Committee in Inuktitut and English.

⁵ As the Representative stated in the Standing Committee on Oversight of Government Operations and Public Accounts Hearings on the Representative for Children and Youth Office's 2019-2020 Annual Report. Available at <https://rcynu.ca/whats-new/news/yes-child-sexual-abuse-crisis-nunavut>

⁶ Representative for Children and Youth's Office (2019). *Our Minds Matter: A Youth-Informed Review of Mental Health Services for Young Nunavummiut*. Iqaluit, NU: Representative for Children and Youth's Office. Available at https://rcynu.ca/sites/rcynu.ca/files/RCYO_MHReview_EN.pdf

Northwest Territories Standing Committee Submission

The Northwest Territories (NWT) Legislative Assembly's Standing Committee on Social Development (committee) contacted the RCYO to request input regarding its mandatory five year review of the *Child and Family Services Act*. The committee's review was focused on prevention activities. While the request was outside of the scope of the RCYO mandate, the Representative made a submission to the committee that suggested the NWT establish its own independent child rights advocacy office.

Language: This submission was provided in English.

PARTNERSHIP AGREEMENTS

Number of Partnership Agreements: 6

This year, work began on a Memorandum of Understanding (MOU) with the Office of the Nunavut Information and Privacy Commissioner (OIPC). This MOU will permit the sharing of relevant information between our offices and aims to ensure our work and the work of departments is in alignment with the *Access to Information and Protection of Privacy Act* (ATIPPA).

The RCYO has a MOU with the Office of the Languages Commissioner (OLC), which permits the sharing of relevant information when a child rights complaint brought to the RCYO's attention is also potentially in violation of language rights and vice versa.

Since 2018, partnership agreements (protocols) have been in place that aim to guide the working relationships between the RCYO and each of the four main child- and youth-serving departments: the Department of Education, the Department of Family Services, the Department of Health, and the Department of Justice. In February 2021, the Office reviewed and proposed revisions to the protocols for the consideration of the departments. In June, the departments proposed one protocol between the GN and the RCYO and provided a draft. Upon review, it was determined that the proposed protocol would interfere with the powers and independence of the RCYO as some sections contravened the RCYA. The RCYO received a second draft of the GN-RCYO protocol on October 19, 2021, and provided feedback on December 6, 2021. The Representative discussed final changes with the Deputy Minister of Justice on March 22, 2022, and was awaiting the final document for signature as of March 31, 2022.

The office also has an MOU with the CCCYA. This MOU details the working relationship between all Canadian offices, particularly in connection to providing advocacy supports to mutual clients who may cross from one province or territory to another, to ensure seamless and timely access to services, and permits the sharing of relevant information. This MOU has been in place since 2015.

REVIEWS OF CRITICAL INJURIES AND DEATHS

This program is not operational as Section 4(1)(b) of the RCYA is not yet in force.

In Nunavut, critical injuries of young people are not independently reviewed and deaths of young people are only reviewed by the Office of the Chief Coroner when the death has occurred in the territory, to determine the identity of the deceased, and how, when, where, and by what means they died.⁷

Once this section of the RCYA is in force, our Reviews of Critical Injuries and Deaths program will conduct investigations into circumstances leading up to a critical injury or death of a young person, to determine if they received the services they were entitled to and if these services met their needs.

After completing a review, the RCYO may make recommendations to ensure accountability of the responsible department(s) and/or to make suggested improvements to legislation, policies, procedures, programs, and services with the intention of preventing similar injuries or deaths of young people from occurring in the future.

⁷ According to s9(1)(b) of the *Coroner's Act*, the Chief Coroner investigates deaths of young people "to determine cause of death and the circumstances surrounding death." The investigations are required when the death is reportable under s8 of the Act: (a) occurs as a result of apparent violence, accident, suicide or other apparent cause other than disease, sickness or old age; (b) occurs as a result of apparent negligence, misconduct or malpractice; (c) occurs suddenly and unexpectedly when the deceased was in apparent good health; (d) occurs within 10 days after a medical procedure or while the deceased is under or recovering from anesthesia; (e) occurs during the course of employment; (f) is a stillbirth that occurs without the presence of a medical practitioner; (g) occurs while the deceased is detained or in custody involuntarily pursuant to law in a jail, lock-up, correctional facility, medical facility or other institution; or (h) occurs while the deceased is detained by or in the custody of a police officer.

REVIEWS OF CRITICAL INJURIES AND DEATHS UPDATE FOR 2021-2022

In September 2021, our request for additional positions needed to operationalize the Reviews of Critical Injuries and Deaths program was approved by MSB. See page 20 for more information.

In February 2022, the RCYO was notified by the MSB that the RCYA will be reviewed in the 2022-2023 fiscal year. The RCYO will be providing a formal written submission outlining specific amendments and requesting that section 4(1)(b) of the RCYA be brought into force.

This year, the RCYO continued to track critical injuries and deaths reported by the Director of Child and Family Services and the Coroner as required by the RCYA sections 19, 20, and 21.

The RCYO's review of individual advocacy cases completed as part of the Office's review of the Department of Family Services' child welfare services, determined that a number of critical injuries that occurred between 2018 to 2021 had not been reported as required. A list of these critical injuries was compiled and was provided to the Deputy Minister of the Department of Family Services to ensure that all critical injuries are documented and reported to the RCYO. In a letter to the Office dated, March 10, 2022, the Executive Director of the Department of Family Services committed that the department would review the list and provide the missing reports by the end of April 2022.

This year, the Director of Child and Family Services reported 375 critical injuries and 5 deaths⁸.

TABLE 30: Critical Injuries Reported by the Director of Child and Family Services, by Year and Type

Total Critical Injuries	375
Emotional Harm	265
Physical Harm	61
Suicide Attempt, Suicidal Ideation	27
Sexualized Violence	12
Substance-related Harm	7
Physical Assault	2

Last year, the RCYO followed up with the Office of the Chief Coroner regarding the deaths reported in the 2019-2020 fiscal year, as seven deaths did not have a determined cause of death and were awaiting the Coroner's report. In December 2020, the RCYO requested that the Office of the Chief Coroner provide the final cause of death once it was determined.

In 2020-2021, the Office of the Chief Coroner reported 16 deaths of young Nunavummiut. Eleven deaths were awaiting a Coroner's report to determine the cause of death. In March 2022, the RCYO again followed up with the Office of the Chief Coroner to provide the final cause of death once it was determined. As of March 31, 2022, the outstanding causes of death for 2019-2020 and 2020-2021 have not been reported to the RCYO.

TABLE 31: Deaths Reported by the Office of Chief Coroner, by Cause⁸

Total Deaths	18
Suicide	9
Awaiting Coroner's Report	8
Accidental	1
Homicide	0
Natural	0
Undetermined	0

⁸ This fiscal year, four deaths were reported by both the Director of Child and Family Services and the Office of Chief Coroner.

COMPLIANCE WITH SERVICE STANDARDS

The RCYO is committed to providing ethical, equitable, and consistent services. We aim to provide a measurable level of service that our clients can expect under normal circumstances.

Our service standards are integrity, inclusivity, accountability, and empowerment. Each of our service standards has quality assurance measures, detailed below, which help us evaluate our performance.

INTEGRITY

Demonstrating high standards of behaviour and conduct that are respectful and caring of people.

Quality assurance measures applicable to our integrity service standard and how we met them:

► **Review of individual advocacy problem began within two business days of it being raised to our attention.**

For 59/81 (73%) of our individual advocacy cases, review of the problem began within two business days.

► **Monitor and follow-up on department's responses regarding recommendation implementation to encourage timely and complete responses.**

TABLE 32: Departmental Responses Regarding Recommendation Implementation

	On Time	Late	Extended & On Time	Extended & Late	No Response	TOTAL
Department of Family Services	2	2	0	2	0	6
Department of Education	2	0	0	0	0	2
Department of Executive & Intergovernmental Affairs	1	0	0	0	0	1
Department of Health	1	0	0	0	0	1
Department of Justice	0	0	1	0	0	1
Nunavut Arctic College	1	0	0	0	0	1
TOTAL	7	2	1	2	0	12

INCLUSIVITY

Being open, welcoming, and inclusive of all young people, their families, and other stakeholders.

Quality assurance measures applicable to our inclusivity service standard and how we met them:

► **Maintained contact with young person throughout their individual advocacy case, when applicable.**

In 65/81 (80%) of our cases, the young person was not capable of being involved in the advocacy work. In 1/81 (1%) of our cases, the young person declined involvement in the advocacy work. Of the remaining 16 cases, our child advocates maintained contact with 9/16 (56%) of the young people involved.

► **Recommendations made support young people’s rights and are guided by the input, voices, lives, and/or feedback of young Nunavummiut, whenever possible.**

All 33 recommendations (100%) made by the RCYO in 2021-2022 support young people’s rights.

18 of the 33 recommendations (55%) made by the RCYO in 2021-2022 were guided by the voices of young Nunavummiut.

TABLE 33: Child Rights and the Voice of Young Nunavummiut in Recommendations

	Child Right(s) Supported	Guided by the lives of young Nunavummiut	Recommendation calls upon department to listen to young people
Recommendations to the Department of Family Services Regarding Compliance with Standards and Procedures (page 31)			
Recommendation #1	3, 4	●	
Recommendation #2	3, 4, 10, 19, 20	●	
Recommendation #3	3, 4, 10, 20	●	
Recommendations to the Department of Family Services Regarding Child Sexual Abuse Investigations (page 33 and 42)			
Recommendation #1	3	●	
Recommendation #2	3, 19, 34, 35-36, 39	●	
Recommendation #3	3, 19, 34, 35-36, 39	●	
Recommendation #4	3, 19, 34, 35-36, 39	●	
Recommendation #5	3, 19, 34, 35-36, 39	●	
Recommendation #6	3, 19, 34, 35-36, 39	●	
Recommendation #7	3	●	
Recommendation #8	3, 19, 34, 35-36, 39	●	

	Child Right(s) Supported	Guided by the lives of young Nunavummiut	Recommendation calls upon department to listen to young people
Family Law Review Submission (page 40)			
Recommendation #1	3, 4, 19		
Recommendation #2	3, 4		
Recommendation #3	3, 4, 12		●
Recommendation #4	3, 4		
Recommendation #5	3, 4		
Recommendation #6	3, 4		
Recommendation #7	3, 4, 19, 39		
Recommendation #8	3, 4		
Recommendation #9	3, 4		
Recommendation #10	3, 4		
Recommendation #11	3, 4, 12, 24		●
Recommendation #12	3, 4, 12		●
Recommendation #13	3, 4, 19		
Recommendation #14	3, 4, 12	●	●
Recommendation #15	3, 4, 42	●	
Recommendation #16	3, 4, 42		
Recommendation #17	3, 4, 19		
Recommendations to the Department of Family Services regarding Local Contract Authorities (page 44)			
Recommendation #1	3, 4, 26, 27	●	
Recommendation #2	3, 4, 26, 27	●	
Recommendation #3	3, 4, 26, 27	●	
Recommendation #4	3, 4, 26, 27	●	
Recommendation #5	3, 4, 26, 27	●	

► Facilitate engagement opportunities with all stakeholder groups.

TABLE 34: Stakeholder Engagement Sessions, by Group/Type and Language

Stakeholder Group/Type of Engagement	Language(s)
Alcohol Education Committee	Inuktitut/English
Arctic Children and Youth Foundation	English
Canadian Council of Child and Youth Advocates Webex information sharing sessions Fall Meeting, Victoria, BC Winter Meeting, by Zoom	English English/French English
Department of Community and Government Services Director of Sport and Recreation Acting Director Sport and Recreation, Sport and Recreation Officer	English English
Department of Education Proactive Meeting Assistant Deputy Minister	English English
Department of Family Services Proactive Meeting	English
Department of Health Proactive Meeting	English
Department of Justice Proactive Meeting Acting Director of Policy and Planning Policy Counsel	English English English
Indigenous Youth-Centered Justice Project	English
Inuvialuit Regional Corporation	English
Management and Services Board	English
Manitoba Advocate for Children and Youth	English
2022 Members of the Legislative Assembly	Inuktitut/English
Nunavummi Disabilities Makinnasuaqtiit Society	English
Nunavut Arctic College Child Care Access Advocacy Event	English
Nunavut Information and Privacy Commissioner	English
Office of the Auditor General of Canada	English
Office of the Languages Commissioner	English
President of the National Inuit Youth Council	English
The Standing Committee on Oversight of Government Operations and Public Accounts	Inuktitut/English

► All information is publically available in all official languages of Nunavut.

- Inuktitut and English upon release
- Inuinnaqtun and French as translations completed

TABLE 35: Documents Published on the RCYO Website, by Language and Date

	Inuktitut	English	Inuinnaqtun	French
My Child Rights! contest information	October 22, 2021	October 22, 2021	October 22, 2021	October 22, 2021
Celebrating National Child Day- Supporting the rights of all young Nunavummiut	November 10, 2021	November 10, 2021	November 10, 2021	November 10, 2021
My Child Rights! contest winners	November 19, 2021	November 19, 2021	November 19, 2021	November 19, 2021
Media Release: Representative for Children and Youth releases 2020-2021 annual report	November 23, 2021	November 23, 2021	November 23, 2021	November 23, 2021
2020-2021 annual report	November 23, 2021	November 23, 2021	Still in progress	Still in progress

Submissions/Letters from previous years now available on our website include:

Welcome Letter to Premier Akeeagok, December 9, 2021
Submission to the Department of Justice on the Family Law Review, April 13, 2021
Submission to the Legislative Assembly of Nunavut Standing Committee on Legislation Bill 36 - <i>Mental Health Act</i> , April 6, 2020
COVID-19 Letter to the Premier, March 19, 2020
Submission to Nunavut Arctic College for the 10-Year Strategic Plan Consultation, February 28, 2020
Response to the Department of Education on the Student Record Regulations and Policy Intentions, October 16, 2019
Response to Bill 25, an <i>Act to Amend the Education Act and the Inuit Language Protection Act</i> , September 13, 2019
Submission on the Department of Education's Proposed Amendments to the 2008 <i>Education Act</i> , November 29, 2018

ACCOUNTABILITY

Demonstrating responsible, informed decision making that is timely, relevant, and child- and youth- centered.

Quality assurance measures applicable to our accountability service standard and how we met them:

► **Ensure department’s accountability of individual advocacy problem.**

Sometimes, in order to resolve an individual advocacy problem, it must be brought to the attention of a supervisor, manager, director/executive director, and/or deputy head. This process is known as an escalation. The table below details the number of escalation required this year to resolve advocacy problems.

TABLE 36: Individual Advocacy Escalations, by Department and Reason

	Number of Escalations	Number of Young People Involved
Department of Family Services	75	93
Non-response from service provider	64	
The matter required urgent attention due to the associated timelines or potential for harm	6	
The advocacy matter required intervention from a higher level of decision-maker within a department	4	
Response was inadequate and did not provide information requested	1	
Department of Education	0	0
Department of Health	0	0
Department of Justice	0	0
TOTAL	75	93

► **Timely guidance and/or recommendations provided to departments on systemic issues affecting young Nunavummiut.**

TABLE 37: Timeliness of RCYO Guidance and/or Recommendations

	On Time	Late	Extended & On Time	Extended & Late	Declined
Family Law Review Submission	0	0	1	0	0
Letter of support for the Department of Health’s paediatric unit business case	1	0	0	0	0
TOTAL: 2	1	0	1	0	0

► **Relevant information about the work of our office is shared with the public in a timely manner.**

This year the RCYO received 10 media requests and responded to seven. The RCYO may deny a media request if the request falls outside of the Office’s mandate and/or there is someone better suited to fulfill the request, such as a department.

TABLE 38: Media Engagement, by Date

Date	Action	Outcome
June 2021	Following the Representative appearance at the Standing Committee on April 19-20, 2021, interviews were conducted with Canadian Broadcasting Corporation (CBC), Aboriginal People’s Television Network (APTN), and a written statement about the Standing Committee’s recommendations on our annual report was provided to Nunatsiaq News.	Coverage was received from CBC including Qulliq, APTN, Nunatsiaq News, The Canadian Press and shared across media outlets across the country.
November 1, 2021	The Representative conducted an interview regarding National Child Day with Black Press Media.	A story ran in Nunavut News November 22 and was highlighted on their website for four weeks.
November 23, 2021	A media release was issued regarding the release of the 2020-2021 annual report.	Coverage was received from CBC and Nunatsiaq News. This information was also used on connection to a three part series on violence in schools releases by CBC.
December 2021	Mason Parks, the winner of our My Child Rights! contest was interviewed.	Feature story in Nunavut News December 15, 2021.
February 3, 2022	The Representative conducted an interview with CBC French Ottawa regarding the experiences of young Nunavummiut who need to travel to Ottawa to receive care for complex medical issues, based on our advocacy work.	No coverage as of March, 31, 2021.

EMPOWERMENT

Creating opportunities for young Nunavummiut to develop skills through observation, mentoring, practice, and effort; supporting our staff to further develop their skills in order to best meet the evolving needs of our young people.

Quality assurance measures applicable to our empowerment service standard and how we met them:

► **Hire a summer student.**

This year, we were very excited to welcome an Advocacy Summer Student. She had the opportunity to work with and be mentored by several RCYO staff as she learned about each of our program areas. Her learnings were summarized in a blog, hosted on our website, called “The Voice of a Young Person”. The blog also contains several entries about topics of her choice and a research letter that she wrote about lowering the voting age to 16 years, an initiative in response to the advocacy efforts of a group of students in Iqaluit. See page 72 for more information about the blog or visit the blog on our website at www.rcynu.ca.

► **The young person involved in the individual advocacy case is supported to self-advocate.**

Of the 9 cases that involved young people with the capacity and desire to direct the advocacy work, 5 (56%) of them self-advocated more as the case progressed.

► **Prioritize engagement opportunities with young Nunavummiut.**

Three in-person engagement events were held with young Nunavummiut this fiscal year. The number of sessions was limited due to COVID-19 precautions.

TABLE 39: Engagement Events Held with Young Nunavummiut

Event	Number of participants	Language
Mass Registration in Iqaluit	60	English/French
Clyde River General Community Engagement Visit	Approximately 300	Inuktitut/English/French
Festive lunch service at Aqsarniit Middle School in Iqaluit	Approximately 300	English

► Empower staff through relevant training and professional development.

Our staff are encouraged and supported to take part in opportunities that further strengthen our internal capacity and expertise to best meet the evolving needs of young Nunavummiut.

TABLE 40: Staff Training and Professional Development Completed

Training/Professional Development	Date Completed	Number of Staff
Advanced Policy Training	April 2021	1
Case Management System	May 2021, January and March 2022	3
CCCYA Information Sharing Session Reaching out to and engaging with more marginalized youth	May 2021	1
Chartered Professionals in Human Resources Human Resources Management	March 2022	1
Organizational Behaviour	Ongoing	1
Conference on Communication Ethics – Royal Roads University	February 2022	1
Cultural Immersion/IQ Day	June 2021	10
Effective Briefing Notes	July 2021	1
Essentials for New Managers	September 2021	1
GN Employee Orientation	March 2022	1
Indigenous Canada – University of Alberta	July and October 2021	3
Jane Glassco Northern Fellowship	August 2021	1
Microsoft Translator	January and February 2022	2
<i>Representative for Children and Youth Act</i>	May 2021, January and March 2022	3
RCYO Policy and Procedure Manual	August 2021, January and March 2022	3
Vicarious Trauma Training	October 2021	6

BUDGET REPORT

Summary Statement of Budget and Expenditures

Fiscal year ended March 31, 2022

TABLE 41: Budget Report

	Budget \$	Expenditures \$	% of Budget Spent
Permanent Salaries	1,676,000	1,486,991	
Casual Wages	-	48,685	
Total Compensation & Benefits	1,676,000	1,535,679	
Travel & Transportation	191,000	26,090	
Materials & Supplies	145,000	60,828	
Purchased Services	65,000	40,109	
Contract Services	330,000	382,201	
Fees & Payments	20,000	3,000	
Tangible Assets	19,000	4,115	
Computer Hardware & Software	10,000	17,502	
Total Other Expenses	780,000	533,845	
Total	2,456,000	2,069,524	84%
Surplus		386,476	16%