



2020 – 2025 Strategic Plan

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Table of Contents

<i>Our Story</i>	1
<i>Organizational Structure and Governance</i>	2
<i>Our Work</i>	3
<i>Our Plan</i>	6
<i>Objectives</i>	7
<i>Measuring Success</i>	13
<i>Planned and Anticipated Activities</i>	15

Our Story

Les Femmes Michif Otipemisiwak (LMFO) is the recognized voice of Métis women from across the Métis Motherland. Our vision is to be an organization of strong Métis women, and as the mandated voice of women in the Métis Nation, to play a significant role in enhancing the social, cultural, economic, environmental and health and wellbeing of all Métis people with a focus on Métis women, youth and those who are two spirited and gender diverse.

Métis people are one of three distinct Indigenous peoples in Canada recognized under the 1982 *Constitution*. The national definition of Métis, as adopted by the Métis National Council (MNC) at its 18th Annual General Assembly in 2002, states: “Métis means a person who self-identifies as Métis, is distinct from other Aboriginal peoples, is of Historic Nation ancestry, and is accepted by the Métis Nation.” Our rights are entrenched in the *Constitution* as women in section 15(1) and as Métis in section 35(1).

Our mission is to ensure that Métis women from across the Motherland are safe, respected, connected, empowered and have the capacity to work with Canadian and Métis governments, agencies and organizations to help create the conditions for healthy, vibrant and productive communities throughout the Métis Nation.

Our work is based on the core values of:

- Cultural safety, honour and respect;
- Accountability, responsibility and stewardship;
- Reciprocity, collaboration and cooperation; and
- Commemoration, reconciliation and reparation.

Our work aims to be respectful of all our people, while promoting inclusivity, gentleness, and openness and to create safe spaces for those who are gender diverse.

As Métis women, we hold dear and sacred the teachings and wisdom of our grandmothers and knowledge holders. We honour the responsibility of the bundles that we carry. We share these bundles when we gather to impart the knowledge that is bestowed to us as caretakers. The first bundle we carry is that of the Grandmother's Wisdom Circle. We sit in council and look to the gifts of the generations before us. We trust that the knowledge and teachings that arrive to us will guide our steps as we move forward with our mission and vision.

Our Grandmother's Wisdom Circle's guiding principles are:

- **Tapwewin** (Truth), justice, equity, and advocacy
- **Manâtisiwin** - Respect
- **Mah-mêskotonamâtowak** - Reciprocity
- **Miyotêhêwin** - Kindness
- **Mamisîwin** - Trust
- **Metoni miyo isâyâwin** - Integrity
- **Tapahâtêyimisowin** - Humility
- **Manatisiwâyâwin**- Gentleness within our working group, and
- **Mistahimekowin** – Generosity

Organizational Structure and Governance

Les Femme Michif Otipemisiwak's Board of Directors provides committed leadership and support for our organization from a strengths-based perspective. The Board of Directors are members of the five Métis women organizations, from west to east, across the Métis Motherland. They are the Métis Women British Columbia, the New Dawn Métis Women's Society (Alberta), *Les Filles de Madeleine* Secretariat Inc. (Saskatchewan), Infinity Women Secretariat Inc. (MMF), and the Métis Nation of Ontario Women's Council. The Board of Directors is chaired by a nationally elected President. The Board of Directors meets a minimum of four times a year, as well as holding an Annual General Meeting each year.

The Board of Directors is supported by a small and dedicated staff located at *Les Femme Michif Otipemisiwak*'s main office in Ottawa, Ontario. The work of the Board and staff is increasingly being conducted via telephone conference calls and internet-based videoconference meetings. New communications technologies are allowing for greater outreach to and participation by Métis women across the Motherland.

Les Femme Michif Otipemisiwak works within the Métis Nation governance structure, specifically with the Métis National Council and the Governing Members, to represent the interests of and promote leadership by Métis women at the local, provincial, national and international levels.

Significant stakeholders for *Les Femme Michif Otipemisiwak* include Pauktuutit Inuit Women of Canada and the First Nations Women's Council of the Assembly of First Nations, as well as relationships with the Ontario Native Women's Organization, the Ontario Federation of Indigenous Friendship Centres, and the Quebec Native Women's Association. *Les Femme Michif Otipemisiwak* is also active at the international level.

Federal support includes strong working relationships with the Minister of Crown Indigenous Relations and Northern Development Canada and the Minister of Women and Gender Equality and Rural Economic Development. These political dialogues are made operational through strong working relationships with senior departmental officials.

There can be no conversations about us without us.

Our Work

We implement our vision and mandate through national advocacy for culturally relevant policies, program and services that are intended to improve the lives and wellbeing of Métis women, children, families and communities. We do this in part through the application of a Métis specific gender-based analysis (GBA+) that defines equality/equity from a Métis worldview, taking into account historical Métis women's roles and acknowledging that gender and culture are

inseparable. This analysis includes the distinct needs and priorities of all Métis including elders, youth, those with disabilities, the two spirited and gender diverse and others. Our culturally relevant Métis GBA+ framework is also trauma informed, culturally safe and strength based.

We undertake many projects and initiatives each year, addressing a broad range of issues. Priorities are identified through consultations with grassroots Métis women throughout the year, and as new issues and opportunities may arise. Of recent significance, *Les Femme Michif Otipemisiwak* has published papers and reports on:

- Women of the Métis Nation Perspectives: The 5th National Indigenous Women’s Summit
- Interim Report: MMIWG Implementation Framework
- Métis Perspectives of Missing and Murdered Indigenous Women, Girls, and LGBTQ2S+ People
- Métis-Specific Gender-Based Analysis (GBA+) Tool
- Building a Métis Women’s Blueprint
- Recognition and Implementation of Rights Framework
- Anti-Racism Policy Paper
- Forced and Coerced Sterilization Policy Paper.

Violence and abuse prevention have been a priority since *Les Femme Michif Otipemisiwak* was incorporated in 2010.

With funding from the Province of Ontario, we led the development of the *She is Indigenous* campaign (sheisindigenous.ca). This innovative and collaborative project is intended to reduce violence against Indigenous women by raising awareness about the strengths and diversity of First Nations, Inuit and Métis women in Ontario and the rest of Canada. This campaign challenges the negative stereotypes that many non-Indigenous Canadians hold about Indigenous women and integrates input from national and provincial Indigenous advisory groups. This initiative highlights First Nations, Inuit and Métis women as strong, compassionate and tenacious entrepreneurs, educators, doctors, artists, leaders and more.

Current priorities and actions include working with the federal government and other partners on a national action plan on missing and murdered Indigenous women and girls. *Les Femme Michif Otipemisiwak* has consulted with its membership in developing the ‘*Call for Miskotahâ* to create a safer, brighter future for Métis women, girls and LGBTQ2S+ persons.’ A national action plan must include the specific needs and priorities of Métis women.

Supporting Métis women’s leadership and capacity remains an overarching priority. This includes continuing to build the leadership capacity of our board members, staff and volunteers as well as regional Métis community members.

There is a need to support Métis women in pursuing education, training and entrepreneurship, and working towards wage parity for Métis women and men as well as with the general Canadian population. We also have the right to the same health status and quality of life as all Canadians. These are all important priorities in our work to support healthy, happy and prosperous Métis women, families and communities.

The ongoing success of *Les Femme Michif Otipemisiwak* is made possible with partnerships developed throughout the years with the federal government and its relevant departments. These include the Departments of Women and Gender Equality (WAGE) and Rural Economic Development; Crown-Indigenous Relations and Northern Development Canada (CIRNAC); Indigenous Services Canada (ISC); Health; Justice and the Attorney General of Canada; Canada Mortgage and Housing Corporation; Employment and Social Development Canada (including the Families, Children and Social Development, Labour and Seniors); and Environment and Climate Change Canada.

Les Femme Michif Otipemisiwak is an active member of two important advisory committees: the Indigenous Women’s Circle to the Minister of Women and Gender Equality, and the Indigenous Women’s Health and Wellbeing Advisory Committee, facilitated by the First Nations and Inuit Health Branch of Indigenous Services Canada. Current priorities for the Health and Wellbeing Advisory Committee are maternal child health, violence and abuse prevention and gender-based analysis. *Les Femme Michif Otipemisiwak* also works with the Federal Ombudsman for Victims

of Crime, the Multi-partner Research Initiative, part of the national Oceans Protection Plan and other partners.

While working in an advisory capacity with the Métis Nation Governing Members, *Les Femme Michif Otipemisiwak* attends Permanent Bilateral Mechanism Leaders meetings with the Prime Minister and relevant Cabinet Ministers. The *Canada-Métis Nation Accord* identifies more than 20 priority areas that range from human resource and social development to health and wellness, homelessness, justice and policing, youth and economic development.

Les Femme Michif Otipemisiwak is in discussions with Crown Indigenous Relations and Northern Affairs Canada and Indigenous Services Canada to establish a relationship agreement that includes mutual priorities and anticipated outcomes that are measurable over time.

Our Plan

Driven by our mission, vision and values, and in consultation and engagement with our governing members, constituents, partners and stakeholders, *Les Femmes Michif Otipemisiwak* has developed a 2020 - 2025 Strategic Plan to define our goals and strategies. It is our intention to:

- Communicate our goals and strategies to Métis women, Métis governments, other governments and interested stakeholders;
- Build a sense of ownership of the plan within our organization; and
- Bring together everyone's best efforts, experiences and ideas about our future.

The resulting strategy helps us to:

- Ensure the proper and effective use of resources by focusing on key priorities;
- Provide the baseline to measure progress and establish a plan for change;
- Connect our members and build strong and effective network of Métis women;

- Build capacity in each of our members by sharing resources, knowledge, ideas and efforts and by focusing on our key priorities; and
- Continue to apply a Métis relevant intersectional lens to policy areas within the Métis Nation.

The strategic plan builds on successes, incorporates lessons learned and builds on the recommendations and priorities established through community engagements.

This plan will be a living document that will change and grow over time as priorities are achieved and to respond to new and emerging issues and opportunities. We will continue to monitor and seek feedback on the progress of achieving our goals and objectives, which will include an annual performance evaluation.

Objectives

There are 10 primary objectives in this strategic plan.

1. Advocate for the **priorities and needs of Métis women** within Métis Nation, Canada and internationally.
 - Build strong and positive relationships with Canadian and Métis governments.
 - Attend meetings of the MNC Governing Council.
 - Hold regular meetings with relevant Cabinet Ministers and senior officials.
 - Participate in relevant national and FPT processes.
 - Prepare, present and/or submit policy positions to House of Commons and Senate Standing Committees.
 - To the extent possible, attend a range of international fora including the United Nations Permanent Forum on Indigenous Issues, the Commission on the Status of Women, the Summit on Biodiversity, Climate Change Summits, the Trilateral Working Group on Violence Against Indigenous Women and other relevant events.

- Negotiate fair and equitable funding and resources to advance the annual priorities established by Métis women, and ensure mutual accountabilities in closing the socio-economic gap experienced by Métis women and their families.
2. Be caretakers and stewards of the **land and waters**.
- Reclaim Métis women’s traditional knowledge and role as keepers of the water and lands.
 - Integrate environmental stewardship concepts in the work of *Les Femmes Michif Otipemisiwak*.
 - Raise awareness of the social and health impacts of resource extraction activities on Métis women, families and communities.
 - Raise the unique concerns, priorities and circumstances of Métis women such as impacts on traditional harvesting activities in relation to climate change impacts and mitigation measures.
 - Support knowledge transfer between knowledge holders and youth.
3. Be caretakers of the **traditional knowledge** of Métis women.
- Remain trusted representatives who advocate on behalf of Métis women.
 - Instill pride in our identity as Métis women through cultural awareness and celebration.
 - Develop protocols to research, archive and share historical cultural materials.
 - Support knowledge transfer and preservation of Métis women’s stories and traditional knowledge.
 - Support the Métis Grandmother’s Wisdom Circle to ensure appropriate and timely transfer and integration of cultural knowledge, traditions and ways of knowing within *Les Femmes Michif Otipemisiwak* programs and events.
 - Honour and lift up elders and knowledge keepers.

4. Advocate for **social justice and equality**.
 - Continue to raise awareness of the unique circumstances and vulnerabilities of Métis women.
 - Ongoing national advocacy to ensure the implementation of Métis specific actions to address the issue of missing and murdered Indigenous women, through detailed and resourced work plans, in collaboration with responsible governments and institutions with measurable benchmarks and timelines.
 - Continue to work with the RCMP on issues of mutual concern and priority as related to Métis women and the RCMP.
 - Advocate for the issues specific to Métis women in conflict with the law with Correctional Service Canada and Public Safety Canada.
 - Work with national women’s organizations and other allied partners with similar mandates including but not limited to Pauktuutit Inuit Women of Canada, the Assembly of First Nations Women’s Council, the Canadian Association of Elizabeth Fry Societies, Shelters Canada, the Canadian Red Cross, Amnesty Canada and others.
 - Ensure the inclusion of the views and priorities of Métis women are included in the implementation of the *Act respecting First Nations, Inuit and Métis children, youth and families*, as well as access by Métis women and children to resources, supports and services available through *Jordan’s Principle*.
 - Advance the issues and needs of Métis children in care, with a focus on the needs of Métis youth who are “aging out” of foster care.
 - Continue to raise awareness of the detrimental effects on Métis women of the Sixties Scoop, including the need for free, prior informed consent about mother and child wellbeing as a human rights issue.
 - Raise awareness of individual human rights among Métis women.
5. Increase opportunities for Métis women to develop **leadership** skills.
 - Provide support and leadership to create the conditions for strong Métis female participation throughout the Métis Nation.

- Develop support mechanisms that bring youth and young women into leadership roles to foster youth empowerment.
 - Create safe spaces and encourage the participation of all Métis youth, and two spirited and gender diverse persons.
6. Help Métis people lead **healthier lives** and support **healthy and vibrant communities**.
- Address disparities in the social determinants of health such as income, education, housing, access to health services including transportation, food security, social supports such as access to affordable childcare and other factors.
 - Support bias and barrier-free access to health services including culturally relevant maternal child health and returning birthing closer to home.
 - Ensure equitable access by Métis families and children to *Jordan's Principle* resources and supports.
 - Address violence and abuse as significant physical and mental health priorities.
 - Create opportunities for all Métis women regardless of ability.
 - Promote Métis women's health through public health prevention and promotion messaging including the right to informed consent as recipients of health care.
 - Advocate for increased mental wellness supports for Métis women across the Motherland incorporating culturally relevant, trauma-informed strength-based approaches in community and regional programs and services.
 - Advocate for the development and expansion of addictions and substance misuse supports that meet the specific needs and priorities of Métis women that are regionally relevant, culturally safe and trauma informed, and address the ongoing impacts of historical and intergenerational trauma. These supports should include the traditional knowledge, medicines and practices of Métis women along the healing journey as the individual may choose.
 - Advocate for the right of Métis women to sexual and reproductive health care that is easily accessible and culturally safe, with their right to free, prior and informed

- consent about their own reproductive and health care ensured, respected and protected by all health care providers.
- Raise awareness of the unique circumstances and vulnerabilities of Métis seniors/elders.
7. Ensure that the perspectives and priorities of Métis women are included in **economic development** initiatives and opportunities and support Métis women's **entrepreneurship**.
- Raise awareness among Métis women of economic development supports and opportunities.
 - Ensure the priorities and needs of Métis women are included in federal economic development funding and initiatives through the application of a GBA+.
 - Connect Métis women with specific national and regional economic development funding opportunities.
 - Support the development of skill building through training and education to improve economic prosperity of Métis women.
8. To foster **culturally appropriate early learning environments** and **lifelong learning** to improve educational outcomes for Métis children, women and all Métis learners.
- Ensure the application of a Métis-gendered lens to the implementation and outcomes of the national *Indigenous Early Learning and Childcare* (IELCC) framework.
 - Integrate Métis culture and tradition into Indigenous early learning and childcare initiatives, providing and achieving Métis-specific quality improvement in educational initiatives and program activities.
 - Support programming that helps Métis children and youth to succeed in school.
 - Incorporate inventive approaches to overcome obstacles to education for Métis women.

9. Develop a relevant **research strategy** and build a disaggregated data evidence base.
 - Develop a Métis women’s health research strategy.
 - Foster working relationships with Canadian, Indigenous and Métis researchers to ensure that Métis women’s information is collected, held safe and analyzed through a distinctions-based approach.
 - Seek opportunities to engage in research partnerships in a respectful, safe and culturally appropriate manner.
 - Encourage and develop specific research activities that respond to the research priorities of Métis women.
 - Develop relevant and appropriate principles of ownership, control, access and possession for the protection of the knowledge and data of Métis women.
 - Document and address the situation of Métis women’s access to safe and secure housing including safe shelters and transition homes.
 - Document and address the unique needs and circumstances of Métis seniors/elders.

10. Build a strong, successful, inclusive, responsible and transparent **organization**.
 - Report on activities to the membership and public through annual general meetings.
 - Enhance capacity for financial management and fundraising.
 - Develop and implement an organizational communications strategy.
 - Update organizational policies and procedures on an ongoing basis, including financial administration policies and procedures.
 - Develop risk management and succession plans.
 - Continue to build leadership capacity of board members and staff.
 - Support sustainable staff growth and training.
 - Annual review and measurement of activities and outcomes against the organizational strategic plan and project workplans and deliverables.

Measuring Success

All of the work of *Les Femme Michif Otipemisiwak* is interrelated and made possible in a number of ways. It receives funding from several federal departments for work on mutual priorities, including amplifying the voice and priorities of Métis women within the national life and dialogue of Canada.

Les Femme Michif Otipemisiwak reports to its membership and the Canadian public in various ways. Primarily, it reports on its activities and funding through its Annual General Meeting and Annual Report. *Les Femme Michif Otipemisiwak* submits annual activity and financial reports to its funders on initiatives undertaken over the fiscal year. Finally, the organization shares timely and relevant information about its activities on its website.

The organization has also started to hold annual Métis women’s forums. In 2020, a four-day forum was held with approximately 125 participants from across the Métis Motherland. Many of the participants also shared their individual expertise during panels, presentations and break-out discussions. The keynote address was provided by Senator Kim Pate, who has been a lifelong advocate for women in conflict with the law and is a recognized expert in incarceration issues.

Issues discussed included:

- Housing
- Indigenous Early Learning and Childcare Framework
- Missing and Murdered Indigenous Women and Girls
- Traditional Knowledge and Cultural Sharing
- Métis Women’s Health Priorities
- Climate Change
- Reproductive Health Rights and Coerced Sterilization
- Strategic Priorities of Métis Women

These venues provide an important opportunity for two-way information sharing, and ensure that *Les Femme Michif Otipemisiwak*'s priorities, actions and outcomes are consistent with those of its members.

An updated communications strategy, to be implemented in 2020/21, will share the story and success of *Les Femme Michif Otipemisiwak*'s projects to grow grassroots support, educate partners, and demonstrate value of the organization. This will be accomplished through regular newsletters and position the organization as a trusted media resource.

Through increased human resource capacity, we anticipate additional outcomes to include enhanced stakeholder engagement and enhanced policy and research capacity to reflect and address the diverse issues of Métis women across the Motherland.

Planned and Anticipated Activities

Objective	Timeline
Communications	2020-2025
<p>Develop and implement a five-year communications strategy intended to:</p> <ol style="list-style-type: none"> 1. Share the story and success of LFMO projects to grow grassroots support, educate partners, and demonstrate the value of the organization with a range of audiences: <ol style="list-style-type: none"> a. Develop a brochure, fact sheets and project highlights as leave behind materials. b. Showcase project information on website. c. Share project information through a newsletter and social media. 2. Position LFMO as a trusted media resource: <ol style="list-style-type: none"> a. Build relationships with media to help get messages out. b. Use news releases, op-eds and social media. c. Leverage timely topics such as COVID-19 response to generate interest. 3. Re-develop website and branding to better reflect LFMO’s status as an organization and to clearly deliver program information and research to its audiences: <ol style="list-style-type: none"> a. Add project information and success stories. b. Re-design to better represent the brand and its work. c. Update homepage to demonstrate LFMO activity at a glance. 4. Adopt a content calendar to track general communications and project communications activities: <ol style="list-style-type: none"> a. Plan communications deliverables. 	2020-2025

Objective	Timeline
<ul style="list-style-type: none"> b. Ensure website reflects current information and projects. c. Create content that be leveraged through other channels (social media, networking, newsletter). <p>5. Develop a regular quarterly newsletter:</p> <ul style="list-style-type: none"> a. Segment content for particular audiences (e.g., Métis women, government, media). b. Highlight projects and other successes. c. Provide event and program information. <p>6. Increase social media engagement:</p> <ul style="list-style-type: none"> a. Use a social media calendar to plan ahead. b. Listen to and engage with partners and grow audience including proactive outreach to youth. c. Analyze and optimize. 	<p>2020-25</p>
Economic Development	
<p>Update the <i>Métis Women’s Economic Strategy</i>.</p> <ul style="list-style-type: none"> • Advocate for the specific needs and priorities of Métis women to support their engagement with the Canadian economy. 	<p>2021-2023</p>
<p>Update the LFMO <i>Métis Women’s Entrepreneurs of Canada Portal</i> to:</p> <ul style="list-style-type: none"> • Provide updates on new business funding resources, relevant entrepreneurship and business training and networking prospects; • Share information about entrepreneurial opportunities, including regional and national business support programs and cottage industry funding supports; • Share opportunities available through regional Métis youth leadership programs; and • Share conference and seminar opportunities. 	<p>2021-2025</p>

Objective	Timeline
Develop and share an inventory of skills development and training resources available through Indigenous service delivery organizations.	2021-2025
Develop a mechanism to advance and promote Métis-women to positions of influence and decision-making with trade and business commissions, Aboriginal Financial Institutions, Indigenous capital corporations, etc.	2022-2025
<p>Support employment or educational opportunities for Métis youth and to build towards a future where more Métis youth are studying in post-secondary education or are securely employed and who take leadership roles in community and beyond.</p> <ul style="list-style-type: none"> • Curriculum development for skills training, establishing and holding regular advisory committee meetings, delivering the skills training (in three unique programs), completing a work placement and providing guidance to students through career counselling, regular check-ins and experiential surveys. 	2021-2025
Promote best practises and successes; host an annual Métis women’s economic empowerment recognition event during the organization’s AGM.	Annually
Strengthen Organizational Capacity	2020-2025
Policy, Research and Advocacy	
<p>Ongoing implementation of the 2020-2025 Strategic Plan:</p> <ul style="list-style-type: none"> • Enhance advocacy, education and outreach activities; develop and foster strategic partnerships. • Ensure the proper and effective use of resources by focusing on key priorities; • Provide the baseline to measure progress and establish a plan for change; 	2020-2025

Objective	Timeline
<ul style="list-style-type: none"> • Connect our members and build strong and effective network of Métis women; • Build capacity in each of our members by sharing resources, knowledge, ideas and effort and by focusing on our key priorities; • Continue to apply a Métis relevant intersectional lens to policy areas within the Métis Nation; and • Continue to build leadership capacity of board members and staff. 	
Operational	
<ul style="list-style-type: none"> • Enhance capacity for financial management. • Update organizational policies and procedures on an ongoing basis, including financial administration policies and procedures. • Develop and update job descriptions, organizational chart and pay scales. • Develop risk management and succession plans. • Diversify funding base • Plan for sustainable staff growth and training. • Annual review and measurement of activities and outcomes against the organizational strategic plan and project workplans and deliverables. 	2020-2025
Leadership	
Develop and disseminate a ‘Lateral Kindness Workshop’ based on a Métis intersectional trauma-informed lens including training modules; cultural protocols, presentation and promotional tools.	2020-2021

Objective	Timeline
Ongoing Board, membership and volunteer development activities including positive role-modelling and delivery of lateral kindness workshops.	2020-2025
Investigate and use wise practice models to assist in the development of a Métis Women and Youth Mentorship Program.	
Assess the need for a peer support mentorship model and program.	
Healthier Lives and Communities	
Indigenous Early Learning and Wellbeing	
Continue to support work to ensure the needs Métis children in care are met in terms of <i>Bill C-92 “An Act Respecting First Nations, Inuit And Métis Children, Youth and Families.”</i>	2020-2025
Advocate to ensure <i>Jordan’s Principle</i> is available to and meets the expressed needs of Métis children regardless of status so that at no point is a child’s life be at risk because of political and jurisdictional issues.	2020-2025
Support LFMO in GBA+ policy analysis related to IELCC and Métis women and highlight best-practices in culturally relevant IELCC.	2020-2025
Provide advice to MNC and federal departments on IELCC from a gendered perspective; facilitate communication and awareness raising among Métis women about IELCC framework, support Métis Women’s Policy Forum.	2020-2025
<p>Implement a Métis Women’s Resource Toolkit to address Indigenous Early Learning and Childcare (IELCC) issues and concerns.</p> <ul style="list-style-type: none"> • Develop a resource toolkit providing access to Métis-specific IELCC resources, including historical/ cultural artifacts, books and videos focussed on the health, wellbeing, spiritual, social, educational, language and cultural development of Métis children. 	2020-2022

Objective	Timeline
Communicate IELCC advancements and opportunities to Métis families.	2020-2025
Health and Wellbeing	
<p>Address systemic racism in health care through advocacy for:</p> <ul style="list-style-type: none"> • Trauma informed, culturally competent health care services including appropriate mental health services and supports; • Ongoing trauma informed, culturally competent curriculum for health care professions as a condition of licensing and ability to practice; • Entrenched and protected free, prior, informed consent for patients; • Strategies to address the issues of equal access to health services for Métis women and families; • Language and navigation support; • Health care services closer to home; • Informed choice in reproductive and maternal health care, • An end to apprehension of infants at birth; and • Adequate access to medical transportation. 	2020-2025
Address the social determinants of health status for Métis women and disparities with the general population’s health.	2020-2025
Address the impacts of poverty, lower health status, higher rates of chronic diseases, suicide and homicide, addictions, violence, and the lack of intergenerational trauma and healing on the physical and mental health of Métis women (linked to research strategy).	2020-2025
Develop a strategy and policy statement regarding food security (linked to climate change policy).	2023
Housing	
Conduct research to better understand Métis women’s experiences with housing programs such as access to emergency and transitional housing	

Objective	Timeline
as well as home-buying programs with a focus on the experiences of lone parents, 2SLGBTQ+ families, persons with disabilities and youth.	TBD
Conduct research to better understand and document the unique circumstances and risks of Métis women in urban areas that create heightened vulnerability to violence, abuse, substance abuse and human trafficking.	
Develop a policy statement to address the barriers to safe housing and shelters.	
Caretakers of Traditional Knowledge and the Voice of Métis Women	
Regular consultation with the Métis Grandmother’s Wisdom Circle to inform specific actions and directions, to ensure alliance with Métis culture, traditions, and ways of knowing.	Ongoing
Develop annual cultural ceremonial gatherings, as well as further wisdom-sharing initiatives; continue respectful consultation and inclusion of Elders.	Annually
Provide respectful space for Elders and Knowledge Holders’ Wisdom-sharing at <i>Les Femme Michif Otipemisiwak</i> meetings and forums.	Ongoing
Develop an on-line repository for sharing Métis women’s stories.	2022
Learning	
<ul style="list-style-type: none"> • Implement a Métis women’s resource toolkit to address IELCC • Integrate Métis culture and tradition in IELCC quality improvement activities • Investigate wise practice models to develop a youth mentorship program • Disseminate LFMO’s trauma-informed toolkit throughout the nation and provide support for its use and uptake. 	TBD

Objective	Timeline
Stewards of the Lands and Waters	
<ul style="list-style-type: none"> • Draft a policy paper about the unique impacts of climate change on Métis women, including increased food insecurity, erosion of traditional knowledge and land use as well as physical and mental health concerns. • Promote the use and benefits of clean energy initiatives and actions. • Support the work of Amnesty Canada to document and end the harmful impacts of energy (hydro) development in the Métis Motherland. • Support the development of educational resources to assist Métis women to become active participants in developing safe, reliable, affordable clean energy, while conserving and protecting our natural land and water resources. • Support resource sharing initiatives to create self-reliant, resilient Métis communities. 	TBD
<ul style="list-style-type: none"> • Support the integration of our ancestor’s historical knowledge and wisdom with the western science and train our Métis youth to become knowledgeable protectors of the lands and waters. 	Ongoing
Social Justice and Equality	
Missing and Murdered Indigenous Women and Girls (MMIWG)	
Address the unique circumstances that make Métis women and girls vulnerable to increased rates of violence, addictions and human trafficking.	2020-2025

Objective	Timeline
Continue to collaborate and negotiate relevant partners and mandated authorities to develop five and 10 year implementation plans for Métis women of the <i>Calls to Justice</i> of the National Inquiry Into Missing and Murdered Indigenous Women.	2020-2025
Continue to provide updates to surviving victims and surviving families, ensuring Métis victims and Métis families have the care and support of <i>Les Femme Michif Otipemisiwak</i> in their healing journeys.	
Develop Métis-distinct, culturally appropriate honouring ceremonies, and organize and support annual national and regional commemoration events and other information sharing strategies.	
Create an educational toolkit about Métis women who were murdered or taken that honours the women, girls and gender-diverse people who have been impacted by MMIWG and contributes to the real history of Canada.	
Corrections and Policing	
Continue to raise awareness of the unique circumstances and vulnerabilities of Métis women that may lead to police interactions and conflict with the law.	2020-2025
Continue to work with the RCMP on issues of mutual concern and priority as related to Métis women and the RCMP	
Corrections	
Advocate for the issues specific to Métis women in conflict with the law with Correctional Service Canada and Public Safety Canada.	2020-2025
Assess the use and utility of Gladue reports/sentences for Métis women offenders.	
Assess current status and effectiveness of culturally relevant programming available to federally and provincially sentenced Métis women while in custody and upon community release.	

Objective	Timeline
Assess the needs of Métis women for successful community reintegration after a period of incarceration.	2020-2025
Assess the unique factors that contribute to Métis youth conflict with the law and effective, relevant prevention strategies.	
Policing	
Raise awareness of the unique circumstances, needs and priorities of Métis women in urban areas through regular discussions with the Canadian Association of Chiefs of Police, including the need for consistent and comparable data on missing and murdered Métis women and girls in urban areas.	2020-2025
Advocate for community and individual personal safety plans for Métis women, regardless of residence.	
Develop and incorporate at trauma-informed strength-based approaches in community and regional policing interactions, programs and services	
Research	
Work with partners to increase the evidence base of disaggregated data for Métis women across a range of indicators.	2020-2025
Develop a Métis women’s health research strategy.	
Develop a Métis women’s health atlas.	
Undertake a comprehensive study of the unique needs, circumstances, vulnerabilities and priorities of Métis elders and seniors with a focus on regional and local service gaps and program needs.	
National Legislation and Initiatives	
Implementation of the UNDRIP in Canada.	TBD
Engage with the development of new distinctions-based Indigenous health legislation to ensure positive outcomes for Métis women.	TBD

Objective	Timeline
Ensure ongoing effective child welfare legislation implementation in the best interests of Métis children and their families.	Ongoing
Other	TBD
International Affairs*	
UN Permanent Forum on Indigenous Issues	Annual
UN Commission on the Status of Women	Annual
Trilateral Working Group on Violence Against Indigenous Women	Annual
Beijing+ 25 th Anniversary Commemoration	2020
Other opportunities for international engagement that may arise.	TBD
* Travel and in-person participation has not been possible during the COVID-19 pandemic.	
New and Emerging Issues	
Emergency preparedness for Métis women, families and communities.	TBD
2030 Agenda for Sustainable Development.	
Other issues that may arise.	



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