AFNQL ACTION PLAN

ON RACISM AND DISCRIMINATION

ENGAGING WITH FIRST NATIONS AGAINST RACISM AND DISCRIMINATION

September 29, 2020
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MESSAGE FROM
THE CHIEF OF THE AFNQL
GHISLAIN PICARD

Each and every one of us deserves better than that, better than a society in which the Quebec population and that of the First Nations do not know each other well, and often harbor prejudices, and even mistrust of one another. After four hundred years of living together, why are we still there? Can’t we do better? As the Chief of the Assembly of First Nations Quebec-Labrador (AFNQL), I am convinced we can. This is why, on behalf of the AFNQL, I directly invite Quebec citizens, organizations, groups and institutions to ally themselves with the First Nations to build “a better life together,” with the help of this action plan we are proposing.

Numerous reports denounce situations of discrimination and racism against First Nations, their consequences are denounced, and governments are invited to act at all levels. However, beyond these reports, the AFNQL also has a role to play in proposing priority actions. It is in this context that we are taking the initiative, to help move us forward on the path of living together.

In all the years that I have had the privilege of being a spokesperson for the First Nations, I meet almost every day with individuals, groups and representatives of institutions who want to know more about us and who ask questions, often difficult ones, to which the chiefs, as much as I, try to answer openly, no matter what the subject.

It is clear that the openness demonstrated by Quebecers, in light of the results of the Léger survey that we presented in August 2020, indicates that a desire for progress, rapprochement, and greater about each other is indeed real. We must build on this goodwill.

In addition to the population, we call on Quebec institutions of all kinds to to act to achieve “a better life together.”

The proposed action plan is simple and contains a broad selection of measures we can take as individuals, groups, and institutions. It goes without saying that government action transcends all the measures proposed here. We hope that the Quebec government will listen and take note of our conclusions.
To build this action plan, the AFNQL drew on the recommendations of the most recent reports denouncing and describing discriminatory situations, structures, and systems. These reports were carefully drafted, and they required, on several occasions, the often very painful participation of people who suffer from situations of discrimination and racism.

The AFNQL proposes that these invaluable testimonies and recommendations be truly brought to light by drawing inspiration from them, in full respect, to offer solutions as to how each and every person can help reduce prejudice, racism and discrimination and take action to bring people together.

The proposed measures come with indicators to enable us to measure the progress made together.

The concrete commitment that the AFNQL is proposing directly to the Quebec population and Quebec institutions is not intended to disengage the federal and provincial governments or allow them to evade their responsibilities once again. There are responses to be given, actions to be taken, which are the sole responsibility of these governments. They are also responsible for providing the necessary guidance within their organizations.

The AFNQL is convinced that the collective commitment that we are proposing today to Quebecers and to Quebec institutions will have positive, concrete results and we appeal to all our allies who have the will to change things and commit themselves to reconciliation and to justice for all. We deserve to give ourselves the chance to carry out this plan, based on respect, solidarity, peace and friendship.

GHISLAIN PICARD
With the objective of evaluating the knowledge and perceptions of Quebecers towards First Nations in Quebec, the Assembly of First Nations Quebec-Labrador mandated the Léger firm to conduct an online survey of non-Indigenous Quebecers. The survey “Quebecers and Racism against First Nations in Quebec” questioned 1002 respondents across Quebec. The sample was drawn randomly from Léger’s panel of Internet users, representative of the population. A pre-test took place on July 16, 2020, with 20 respondents, and the official survey was carried out from July 17-23, 2020.

In particular, the results of this survey confirm the progress made in recent years regarding the opinion of Quebecers about First Nations. In general, most of the Quebec population recognizes the existence of racism against First Nations in Quebec, is open and even supports their demands, and expects their government to take a leading role in the fight against racism and discrimination.

A large majority of Quebecers recognize the reality of racism or discrimination experienced by the First Nations, and a very large majority of them support the positions of the First Nations in this regard. However, a majority of respondents admitted that they have little or no knowledge of the issues and realities of First Nations in Quebec (58%). They also consider that the relations that non-Indigenous Quebecers have with First Nations in Quebec are poor (53%). In addition, almost all non-Indigenous Quebecers (92%) think that First Nations are subject to racism or discrimination in Quebec.

A large majority (80%) of respondents consider that First Nations people face additional obstacles in different facets of their lives, and 70% of those who have an opinion believe that, currently in Quebec, First Nations are not treated on the same footing as non-Indigenous Quebecers in social structures such as the justice system, the health care system, and the educational system. Ninety-one percent of respondents believe that the Quebec government has an important role to play in achieving and maintaining equality between First Nations and non-Indigenous Quebecers.

Seventy-three percent think that relations between the police and First Nations in Quebec are bad. The majority of non-Indigenous Quebecers consider that the media do not give sufficient space to the issues and realities of First Nations (60%) and do not accurately represent them (53%).

In general, as with the relationships between non-Indigenous Quebecers and First Nations, women, young people aged 18 to 34, residents of the Montreal metropolitan area and Quebecers born outside Canada have a more negative perception of the quality of relations between the police and First Nations in Quebec. A large majority of non-Indigenous Quebecers agree that First Nations should have decision-making power over any decision or initiative affecting their land (69%) and that the ancestral and treaty rights held on these lands are legitimate (65%). Three in four non-Indigenous Quebecers (74%) believe that the fight against racism and discrimination experienced by First Nations should be a priority for the Government of Quebec.

For the respondents, the fight against discrimination and racism against First Nations in Quebec is primarily the responsibility of non-Indigenous Quebecers and their governments.
FORMING ALLIANCES:
ENGAGING WITH FIRST NATIONS AGAINST RACISM AND DISCRIMINATION

The AFNQL is a collective of chiefs from all First Nations across Quebec. They are offering Quebec society a chance to build alliances and develop opportunities for concrete rapprochements and common actions to promote reconciliation and put an end to the scourges of racism and discrimination.

From the point of view of the AFNQL, the fight against racism and discrimination concerns all Quebecers. Racism and discrimination distort our perceptions of each other. They block the development of society and the future of young people and spoil and even threaten people’s lives, especially those of girls and women directly targeted in their daily lives by racist and discriminatory behaviours and actions.

Several experts have devoted their efforts to gathering evidence and formulating recommendations. The victims of these acts agree to testify, an often very difficult and honourable gesture, the reports are tabled, and sometimes official apologies are given.

Out of respect for the considerable work accomplished by official commissions, in particular for the victims who agreed to testify, and also for the experts who devoted a great deal of effort to the process, the AFNQL now wishes to take action, and proposes to the entire population, as well as to Quebec society’s organizations and institutions, to engage with the First Nations to combat racism and discrimination.

To achieve this, the AFNQL wishes to form alliances so that everyone feels called upon to share in the challenges. How can these alliances be created? Who is the action plan proposed by the AFNQL intended for?

THE COMMITMENT

Forming alliances involves first agreeing to commit, as an individual, group or institution. Is it acceptable to live in a society where groups of people are discriminated against and marginalized under one pretext or another? If such a situation seems unacceptable to me, what am I prepared to do to put an end to it?

Trying to deal with racism and discrimination on your own can certainly be very intimidating. This is where the strength of the alliances that the AFNQL proposes to create comes in.

THE COMMITMENT OF FIRST NATIONS

The actions taken under these alliances will support the efforts already undertaken by First Nations themselves to move toward reconciliation. First Nations governments and institutions have in fact been taking concrete measures for a long time aimed at bringing together neighbouring municipalities, institutions and groups in Quebec society.

The AFNQL’s regional commissions and organizations, set up by the Chiefs Assembly and responsible to it, are already very active in promoting rapprochement and collaboration in the face of discrimination and racism. Alliances already exist, others are to be developed in their respective fields of action. The opportunities are numerous and will benefit everyone.
EXAMPLES OF COMMITMENT

Numerous initiatives have also already been undertaken by Quebec institutions and civil society groups, most often in collaboration with First Nation governments. The United Nations Declaration on the Rights of Indigenous Peoples is a global commitment to a more just world. Municipalities have agreed to formally recognize it and to make it known to their population. This is a concrete gesture, not just a symbolic one, which should create opportunities for collaboration at the local or regional level.

THE QUEBEC POPULATION AND THE ROLE OF THE MEDIA

According to the survey recently conducted by Léger on behalf of the AFNQL and presented in the second part of this action plan, the people of Quebec want to learn more about First Nations. Citizens want to better understand our issues and to form their own idea. The AFNQL will step up its efforts to explain and provide information to the public. The media are also invited to make their own effort to respond to this interest clearly expressed by the Quebec population.

This action plan also leaves plenty of room for reconciliation initiatives, which are already taking place locally and could be developed substantially. Local initiatives by neighbours and partners are key and the AFNQL will do everything in its power to promote the success of the action plan it is proposing.

ECONOMIC ALLIANCES

Economic partnerships and alliances with First Nations already exist and are proving their worth. These alliances are based on the recognition of the economic role and weight of First Nations in shared regions. Such examples can and should be serve as inspiration, to the benefit of all parties.

GOVERNMENTS CAN AND MUST DO MORE AND BETTER

The racism and discrimination inquiry reports commissioned by the federal and provincial governments have been completed. The reports recommend actions, usually very concrete ones, that can be taken now. Some have been implemented, but in a piecemeal fashion. If governments agree to step up their efforts, to demonstrate a real commitment, they are sincerely invited to join the collective effort. The survey conducted recently by the AFNQL indicates that the population is ready for a rapprochement, that it wants it, that it is undoubtedly ahead of its governments, which now must make an effort to catch up.

The fourth part of the plan presents a series of areas for action and proposed measures based on groups invited by the AFNQL to form alliances. The proposals are mainly inspired by the conclusions of three recent and major investigative reports: the report of the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Quebec (Viens Commission), the report of the Truth and Reconciliation Commission of Canada (TRC) and the report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG).

The areas of action indicated are not exhaustive. Other groups, institutions and individuals will certainly want to add actions and possible alliances to the list. They are welcome to do so.
HOW TO GET INVOLVED

RECOMMENDATIONS

1. Invite the citizens of Quebec to take concrete action to fight racism and discrimination against First Nations in Quebec

SUGGESTED ACTIONS

3. Participate in authentic local gatherings, festivals and events organized by First Nations in their communities and in urban areas (list updated regularly on our website).
5. Follow the news by subscribing to the Twitter feeds of Indigenous organizations such as the Assembly of First Nations Quebec-Labrador (AFNQL), Quebec Native Women (QNW), the Quebec-Labrador First Nations Youth Network and other First Nation organizations in Quebec by searching the Internet.
6. Register for an information/training session on the rights, realities and issues of Indigenous peoples offered by recognized institutions (examples on our website).
7. Share positive media content on First Nations through social networks.
8. Talk to family members, friends and relatives about the importance of bringing Quebecers and First Nations closer together in order to improve our relations across the province.
10. Encourage First Nations artists and craftspeople by purchasing directly from them.
12. Send a letter to Premier Legault and your local elected officials to let them know of your desire to improve relations with the local First Nations population.
13. Promote the economic contribution of First Nations to the Quebec economy, especially in the regions.
14. Promote collaboration between young people and schools.
15. Volunteer in a First Nations community or for a cause affecting First Nations.
16. Make an Indigenous ally, friend or sports, business or other partner.
17. Offer exchange activities in the workplace to improve your knowledge.
18. Opt for courses with Indigenous content at educational institutions.
19. Consult with Indigenous organizations when you need to find new solutions in a professional environment.
20. Denounce all forms of discrimination and racism.
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<th>RECOMMENDATIONS</th>
<th>SUGGESTED ACTIONS</th>
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| 2 | Make ethno-cultural data collection and reporting a regular practice and carry out population surveys as a research priority. (CERP #4, #6)                                                                                                                                                                                                 | 21. List the institutions that operate an ethno-cultural data collection system.  
22. Share the methodologies of institutions that are willing to do so (good practices).  
23. Make institutions that have no measures in place aware of the importance and scope of data collection.  
24. Share our research priorities with graduate schools and research chairs.                                                                                                                                                                                                 |
| 3 | In connection with the conclusions of the Inquiry Commissions and the results of the survey, carry out, in collaboration between partners and Indigenous authorities, a public information campaign on Indigenous peoples, their history, their cultural diversity and the discrimination they face. (CERP #20) | 25. Establish the type of campaign (originality, positivism, media coverage). This campaign should include the history of the First Nations, their diversity, issues, and situations of discrimination (the various commissions).  
26. Create alliances in Quebec society to develop and promote this campaign.  
27. Promote the month of reconciliation by offering various activities (the FNEC promotes the month of reconciliation within its organization by offering various activities such as readings, videos, banner making, beading workshops and others).                                                                                     |
| 4 | Roll out an awareness campaign to prevent, denounce, denormalize and counter violence perpetrated against Indigenous women and girls, including members of 2SLGBTQQIA communities, in Quebec. (MMIWG Q#7, 1.9). | 28. Establish a common 2020-21 “vision”.  
29. Establish and strengthen partnerships.  
| 5 | One phase of the campaign should seek to raise awareness among Indigenous communities about the nature of sexual assault and promote healthy and respectful sexual education. (CERP #87) (MMIWG Q#2) | 31. Mobilize Indigenous communities on this issue.  
32. Follow up on the Forum organized for this purpose by QNW and the FNQLHSSC.                                                                                                                                                                                                                     |
## HOW TO GET INVOLVED

### RECOMMENDATIONS

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<th>SUGGESTED ACTIONS</th>
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<tr>
<td>6. Invite municipal governments and all religious denominations and faith groups who have not already done so, to repudiate and reject concepts used to justify European sovereignty over Indigenous peoples and lands, such as the Doctrine of Discovery and terra nullius, and to reform those laws, government policies, and litigation strategies that continue to rely on such concepts. (CERP #21) (TRC #47, 49)</td>
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<td>33. Invite partner municipalities to make an official commitment.</td>
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<td>34. Continue the work carried out by the First Nations Adult Education School Council (FNAESC) for the review of school curricula and the recognition of languages.</td>
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<td>7. Invite municipal governments to educate their citizens about, and confront and eliminate, racism, sexism, homophobia, and transphobia. To accomplish this, the municipalities, in partnership with Indigenous peoples, must innovate through concrete measures to combat racism and sexism designed to put an end to racist and sexualized stereotypes of Indigenous women, girls, and 2SLGBTQQIA people. These measures must target the general public as well as public services. (MMIWG 2.6)</td>
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<tr>
<td>35. Implement measures against racism and sexism intended to put an end to racist stereotypes of First Nations and/or sexualized stereotypes of Indigenous women, girls and 2SLGBTQQIA people.</td>
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<td>8. Information kit for newcomers (TRC #93, 94)</td>
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<td>36. Develop an information kit with the organizations concerned so that the history told better reflects the diversity of the Indigenous peoples of Canada.</td>
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<td>37. Ensure that the oath of citizenship is replaced by the following:</td>
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> I swear (or affirm) that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth II, Queen of Canada, Her Heirs and Successors, and that I will faithfully observe the laws of Canada including Treaties with Indigenous peoples, and fulfill my duties as a Canadian citizen. |
| 9. Issue a directive, via the network of volunteers, but addressed to all establishments in the health and social services network, that will definitively end the prohibition against speaking an Indigenous language in in situations regarding housing, health care and services (CERP #18) |
| 38. Identify partners and allies to draft and share this directive. |
### MEDIA

#### 10 RECOMMENDATIONS

Launch an awareness campaign aimed at the media, news corporations and outlets, institutions teaching journalism or media courses and journalists, reporters, and bloggers on taking decolonizing approaches to their work and publications. The aim is to deconstruct and decolonize perceptions, false ideas, journalistic biases, prejudices and preconceived ideas about FN that persist in the media (in order to put a breath of positive change into the discourse) (MMIWG 6.1).

#### SUGGESTED ACTIONS

39. Develop and provide training and awareness activities for the teams of all media institutions and organizations.

40. Intensively recruit FN in all areas of the media (press, television, radio, cinema, etc.).

41. Promote and include FN in all areas of the media.

42. Promote the initiatives in this plan to combat racism and discrimination by ensuring good visibility in the various media (partnerships, good practices, etc.).

#### 11 SUGGESTED ACTIONS

43. Identify and denounce discriminatory situations in certain public services, and stress the importance of opposing them.

44. Publicize awareness-raising activities (newsletters, roadmaps, reading suggestions for all levels).

45. Recognize the significant contribution of First Nations to the economy, and therefore to the prosperity of Quebec society through a series of articles (targeting each municipality?)/Publish articles by the FNQLEDG on the success of Indigenous entrepreneurs, its portrait of communities from an economic development perspective, and promote videos on women entrepreneurs.

46. Recognize in a series of articles the existence of structural and systemic obstacles that FN are regularly confronted with in different spheres, particularly in terms of employment, housing, education, etc.

47. Promote presentations by the FNQLEDG via Facebook events addressing the obstacles faced by First Nations in business.
### RECOMMENDATIONS

12. **Provide training developed in cooperation with Indigenous authorities that promotes cultural sensitivity, cultural competence, and cultural safeguards to all public service managers, professionals and employees who are likely to interact with Indigenous peoples. Out of respect for the cultural diversity of Indigenous nations, this training must be adapted to the specific Indigenous nation(s) with which the employees interact.** (CERP #25-26-75) (MMIWG #17.8, 18.8, 18.9)

**SUGGESTED ACTIONS**

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<tr>
<td>48.</td>
<td>Identify the training provided to date and ensure that the content is relevant and up to date.</td>
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<td>49.</td>
<td>Improve these training courses if necessary: training must respond to various realities.</td>
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13. **Include a component on Quebec First Nations and Inuit in professional programs at colleges and universities (medicine, social work, law, journalism, and other programs), in collaboration with Indigenous authorities.** (CERP #23, 24, 25, 26) (TRC 23iii, 24) (MMIWG 10.1)

**SUGGESTED ACTIONS**

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<tr>
<td>50.</td>
<td>Set up an advisory committee at all institutions that offer the professional programs concerned and even more broadly at schools wishing to include such a component.</td>
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<td>51.</td>
<td>The teaching profession’s competency framework must include competencies in Indigenous matters: incorporate an exclusive competency on First Nations and Inuit as part of the revision of the professional competency framework (including for teachers and teacher training).</td>
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14. **In collaboration with educational organizations and institutions, provide awareness and education programs at all elementary, secondary, and post-secondary schools and school boards on the historical and current truths about the genocide of Indigenous peoples through laws, policies, and colonial practices of the government. It should include, but not be limited to, teaching Indigenous history, law, and practices from Indigenous perspectives. Raise awareness about the historical and current truths about the genocide of Indigenous people arising from the application of colonial laws, policies, and practices of the state, through the development of curricula and programs in partnership with Indigenous people. Certain awareness and education programs should be aimed at children and young people on solicitation techniques for sexual and other types of exploitation.** (MMIWG #7.9, 11.2). (CERP #21, 22) (MMIWG Q #9, 11.1, 16.25, 17.24)

**SUGGESTED ACTIONS**

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<tr>
<td>52.</td>
<td>Develop an awareness and education program for each level of education: primary, secondary, and post-secondary. Take inspiration from the Mikinak guide.</td>
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<td>53.</td>
<td>Consider and integrate the work of the issue tables/working groups of First Nations content development experts.</td>
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<td>54.</td>
<td>Work with the FNEC’s inclusion officers to update the reception measures in schools where there is a concentration of FN.</td>
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<td>55.</td>
<td>Support and participate in the development of an educational activity or kit for children in childcare centres and primary and secondary schools.</td>
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<td>56.</td>
<td>Expand the dissemination of Indigenous cultural awareness developed by the First Nations Adult Education School Council (FNAESC). This programming is currently delivered, on demand, to higher education institutions in the Montreal area.</td>
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<td>57.</td>
<td>Promote the toolkit to counter cyberbullying and encourage online safety developed and published by the FNEC.</td>
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Mobilize the educational sector to reduce the gaps between Indigenous and non-Indigenous people in terms of academic success

**Suggested Actions**

58. Eliminate systemic obstacles to academic success, including the required French test under the French Language Charter.

59. Recognize the educational programs and tools developed by mandated First Nations organizations and integrate them into educational initiatives.

60. Develop culturally adapted programs recognizing Indigenous excellence and expertise.

61. Develop programs that include Indigenous history and issues and recognize Indigenous excellence and expertise.

62. Launch local support and mentoring initiatives.

With the targeted municipalities, evaluate ways to act locally on the recommendations of the CERP in their jurisdictions. (TRC #55i-vii) (CERP #138)

**Suggested Actions**

63. Establish a follow-up committee in each municipality involved.

64. Ask each participating municipality to identify a policy advisor responsible for this issue.

65. Create liaison positions between communities and municipalities by administrative region.

66. Provide training on cultural differences, history and issues related to CERP, TRC and MMIWG for municipal employees.

67. Establish accountability objectives and measures for managers.

68. List the recommendations applied following the CERP, TRC and MMIWG.

69. Political recognition of Indigenous governments by municipalities.

70. Ask the municipalities to provide an initial report, then an annual report on all data relating to the progress made towards reconciliation, based on the various reports (TRC, CERP and MMIWG).

71. Disseminate and share how best practices have been implemented in specific sectors: health, education, police, legal, media and others.

72. Partner with organizations that work for human rights or against discrimination and racism.

73. Identify recommendations through which municipalities can support FN (ex. CERP #94-95-96-97)

Launch an awareness campaign on racism and discrimination in housing

**Suggested Actions**

74. Develop a strategy for urban areas where there is a marked concentration of First Nations.

75. Launch an awareness campaign on identifying racism and discrimination, how to report it and what remedies are available.
### Recommendations

#### 18
Work to improve housing in all Indigenous communities in Quebec. (CERP #8, 10) (MMIWG #4.1, 4.6)

**Suggested Actions**

- 76. Discuss with municipalities and mobilize them to develop a collaborative strategy on educating various governments about the lack of housing, the need to upgrade housing, lack of drinking water etc.
- 77. Share the catch-up strategy developed by the FNQLEDC with the municipalities involved and explore how to involve them in the solutions.

#### 19
Invite partner municipalities to support the establishment and long-term sustainable funding of Indigenous-led low-barrier shelters, safe spaces, transition homes, second-stage housing, and services for Indigenous women, girls, and 2SLGBTQQIA people who are homeless, near homeless, dealing with food insecurity, or in poverty, and who are fleeing violence or have been subjected to sexualized violence and exploitation. (MMIWG #4.7, 16.19, 18.25)

**Suggested Actions**

- 78. Provide culturally relevant services.
- 79. Ensure Indigenous peoples are well represented when launching initiatives and developing measures.
- 80. Recognize the cultural specificities of FN to promote access to services.
- 81. Develop a collaborative strategy with each municipality to increase Indigenous representation in public services.
- 82. Put in place effective recruitment measures and strategies using policies such as employment equity.

#### 20
Develop a strategy to close the education and employment gaps between Indigenous and non-Indigenous Canadians. (TRC #7, 23i et 23ii) (CERP #19)

**Suggested Actions**

- 83. Work with Indigenous organizations involved in measures to increase the employability and professional skills of FN (FNHRDCQ) to ensure collaboration and a joint vision.
- 84. Promote the Indigenous workers with private companies in both rural and urban areas.
- 85. Sensitize trade unions in different fields (including social work, media, and education) so that they can put recognition and equivalency mechanisms in place with regard to FN professional experience and/or acquired skills (culture, language, medicine, etc.).
- 86. Provide training on cultural differences and Indigenous history and issues to municipal employees.
### Recommendations

**21**

Take action within Indigenous governments and representative organizations to ensure that Indigenous women, girls, and 2SLGBTQQIA people are represented in governance and that their political rights are respected and upheld. We call upon all governments to equitably support and promote the role of Indigenous women, girls, and 2SLGBTQQIA people in governance and leadership. These efforts must include the development of policies and procedures to protect Indigenous women, girls, and 2SLGBTQQIA people against sexism, homophobia, transphobia, and racism within political life. (MMIWG #4.4)

**Suggested Actions**

87. Establish accountability measures for managers.
88. Develop a strategy to achieve the required balance

**22**

Encourage the professional orders involved (doctors and pharmacists) to give their members training about the federal Non-Insured Health Benefits program. (CERP #102). The same goes for addiction treatment centres in order to relax the admission rules (CERP #92).

**Suggested Actions**

89. Develop training courses.
90. Identify regions to prioritize.
91. Train those who work with the treatment centres, including CSC probation officer.

**23**

Ensure that the content of the Viens Commission’s summary report, translated into all the Indigenous languages used in Quebec, is distributed as soon as possible, by means of alternative oral distribution methods identified by the Indigenous authorities themselves based on their peoples’ needs and realities. (CERP #141-142)

**Suggested Actions**

92. Reminder by written communication to the Government of Quebec.

**24**

Ensure that public service workers are fully trained so they can adapt their interventions to sociocultural realities and issues specific to Indigenous people. (MMIWG Q#8, 7.6)

**Suggested Actions**

93. Use existing training at UQAT.
94. Develop new training courses

**25**

UNDRIP: Have each municipality ask the Government of Quebec to recognize the principles laid out in the United Nations Declaration on the Rights of Indigenous Peoples and to commit to enacting legislation guaranteeing that the provisions of the declaration will be taken into account in the body of legislation under its jurisdiction. (CERP #2-3) (MMIWG #19)

**Suggested Actions**

95. Publish an open letter from mayors in the media regarding their adoption of the UNDRIP.
HOW TO GET INVOLVED

RECOMMENDATIONS

26 Call on municipal governments that have not yet done so to adopt and take concrete measures to implement the United Nations Declaration on the Rights of Indigenous Peoples as part of the reconciliation process. (CERP #2-3) (TRC #43-48) (MMIWG Q#19)

SUGGESTED ACTIONS

96. Identify and publicly share these concrete measures.

27 Call on the corporate sector to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a framework for reconciliation and to apply its principles, norms, and standards to corporate policy and core operational activities. (TRC #92)

SUGGESTED ACTIONS

97. Identify and publicly share the names of companies that adhere to and adopt the UNDRIP.

28 Establish a new administrative entity under the AFNQL in charge of public security and respect for the justice rights of First Nations in Quebec. (Commission, governance). (CERP #28, 31, 32, 33, 34, 35, 36, 40, 41, 42, 43, 45, 49 and implications for the correctional system)

SUGGESTED ACTIONS

98. Discuss together the possible form that this entity could take to ensure that public security and rights in matters of FN justice are preserved and respected in Quebec.

99. Develop the endorsed model.

100. Obtain the necessary funding (Fed, prov., municipal).

101. Implement the model.

102. Establish Indigenous police forces.

29 Provide training to Quebec police forces and École nationale de police du Québec for all active and aspiring police officers on socio-cultural realities, issues specific to Indigenous people and the problem of missing and murdered Indigenous women and girls. (MMIWG Q#15)

SUGGESTED ACTIONS

103. Support new and existing initiatives in terms of specific training for active and aspiring police officers.

104. Participate in work on police stops.

105. Give visibility to initiatives on this issue.

106. Review training and awareness programs.

107. Involve educational institutions in training.
### Recommendations

#### 30

Conduct information campaigns among Indigenous populations concerning existing complaints processes. (CERP #39)

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<td>108. Develop a legal information kit to teach FN their rights and remedies and give them a better general understanding of the Quebec and Canadian justice systems (values, procedures).</td>
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<td>109. Further disseminate and share tools already developed, for example by Éducaloi.</td>
</tr>
</tbody>
</table>

#### 31

Stop incarcerating people who are vulnerable, homeless or at risk of becoming homeless for non-payment of fines for municipal offences. (CERP #46, 58) (MMIWG 5.14, 5.16) (TRC #31, #34ii, 55vii)

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<tr>
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<tr>
<td>110. Build on research to assess the impact of mandatory minimum sentences on the sentencing and excessive incarceration of Indigenous people.</td>
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<tr>
<td>111. Recourse to alternative measures and justice committees.</td>
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<tr>
<td>112. Develop support measures to help FN defend themselves and access equitable justice.</td>
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#### 32

Set up a PAJIC program for people who are vulnerable, homeless or at risk of becoming homeless. (CERP #37, 47)

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<tr>
<td>113. Link it to municipal action plans and policies to establish common commitments.</td>
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<tr>
<td>114. Ask the municipalities to identify a person responsible for this issue.</td>
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<tr>
<td>115. Evaluate mixed intervention patrol programs</td>
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#### 33

Propose a concrete complaints handling, monitoring, protection and supervision process in the event of police negligence or misconduct or any other situation involving an Indigenous person. (MMIWG Q#4, #5.7i-iii, 9.6)

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<tr>
<td>116. Obtain the commitment of municipal partners.</td>
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<tr>
<td>117. Propose measures and processing times.</td>
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### Recommendations

<table>
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<tr>
<th>Recommendation</th>
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<tbody>
<tr>
<td>34</td>
<td>Propose the establishment of some type of independent, special investigation unit at police departments to look into failures to investigate, police misconduct, and all forms of discriminatory practices and mistreatment of Indigenous people. The practices of this special investigation unit must be transparent and the unit must report at least annually to Indigenous communities, leaders, and people in their jurisdiction. (MMIWG 9.6, 9.7)</td>
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### Suggested Actions

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<tr>
<td>118. Identify a level of accountability at the municipal level.</td>
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<td>119. Propose that an investigative unit be set up as well as guidelines on its operation.</td>
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<td>120. Introduce systematic data collection on police stops.</td>
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<td>121. Establish mechanisms and procedures on reporting hateful acts including on social networks.</td>
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<tbody>
<tr>
<td>35</td>
<td>Reopen investigations of all unsolved cases of murder, death or disappearance of Indigenous people and regularly and promptly inform the members of the families concerned of how the work is progressing. (MMIWG 9.9, 9.10)</td>
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### Suggested Actions

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<tr>
<td>122. Identify the families concerned.</td>
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<td>123. Reopen unresolved investigations and set a serious deadline for concluding each of them.</td>
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<tr>
<td>36</td>
<td>Appoint an independent liaison officer in each Indigenous community in Quebec to help community members exercise available remedies in the event their rights are violated. Ensure that this person is specifically trained about the realities of Indigenous women and girls, including those of members of 2S/LGBTQIA communities. (MMIWG #Q10.1, #17)</td>
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### Suggested Actions

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<td>124. List the appointed persons.</td>
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<tr>
<td>37</td>
<td>Launch an awareness campaign on considering Gladue reports as a right. Establish national standards for Gladue reports. (CERP #52-53-54-55) (MMIWG #5.15, 5.17, 14.5, )</td>
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### Suggested Actions

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<td>125. Form a working committee with partners.</td>
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<tr>
<td>38</td>
<td>Develop with CSC Aboriginal Initiatives in Quebec a strategy to increase the use of provisions 79 to 84.1 of the Corrections and Conditional Release Act (SC 1992, c. 20) relating to Indigenous people and proceed in the same spirit for interventions at the provincial level. (TRC #35, 36, 37) (CERP #69,71, 72) (MMIWG 5.20, 14.1, 14.2, 14.8, 14.11)</td>
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### Suggested Actions

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<tr>
<td>126. Initiate a CSC training tour for FN local governments on the provisions of sections 79 to 84.1 of the CCRA.</td>
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<tr>
<td>127. Evaluate the possibilities of tripartite collaboration with the Quebec CS.</td>
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</table>
HOW TO GET INVOLVED

RECOMMENDATIONS

39 Recognize and promote the importance of First Nations in the Quebec economy.

SUGGESTED ACTIONS

128. Significantly increase the hiring, integration, and retention of First Nations individuals.

129. Co-develop with Indigenous partners mutually beneficial programs and support measures for local and regional economic development.

130. Finance the establishment of satellite employment and training centers (in addition to the four existing centers in Sept-Îles, Val-d’Or, Montreal, Quebec) to meet the pressing needs of other urban areas such as Gatineau and La Tuque.

131. Deliver awareness workshops for senior management, executives, supervisors and employees of companies and organizations on:
   • First Nations culture and realities
   • The Benefits of workforce diversity
   • Employability programs available for the Indigenous workforce
   • Challenges to First Nations employment

132. Recognize and promote Indigenous culture and skills in business:
   • Provide First Nations workers fair access to good, well paying jobs, whether their language of work is English or French.
   • Document good practices and model employers in terms of integration and retention of the First Nations workers.
   • Create and widely distribute video vignettes to promote the success stories of First Nations communities.

133. Develop and fund regional collaborative projects between the various labour market partners (chambers of commerce, CSMO, CRPMT, Indigenous employability organizations, joint regional committees for the Ministerial Strategy for Labour Market Integration of First Nations and Inuit People, etc.), e.g.: regional forums for the development of entrepreneurship and employability actions; recognition gala for model employers, etc.

134. Calculate the proportion of business and commercial income resulting from purchases by First Nations and recognize its importance.

135. Involve First Nations in Quebec’s economic recovery.

136. That chambers of commerce develop a portrait of the economic contribution of First Nations in the regions they serve.

137. That chambers of commerce get involved in running programs to integrate First Nations workers into their member businesses.

138. That chambers of commerce commit to promoting the integration of First Nations businesses into their members’ supply chains.

139. That chambers of commerce hold awareness-raising activities on First Nations realities involving First Nations entrepreneurs during their events.

140. That chambers of commerce support First Nations’ efforts to encourage the Quebec government to adopt an Indigenous procurement policy in all its departments and government corporations, starting with the major projects that will be set in motion in its recovery plan.

141. That a training and integration strategy for First Nations in social economy enterprises be developed and implemented in collaboration with the regional social economy hubs and the Chantier de l’économie sociale.