

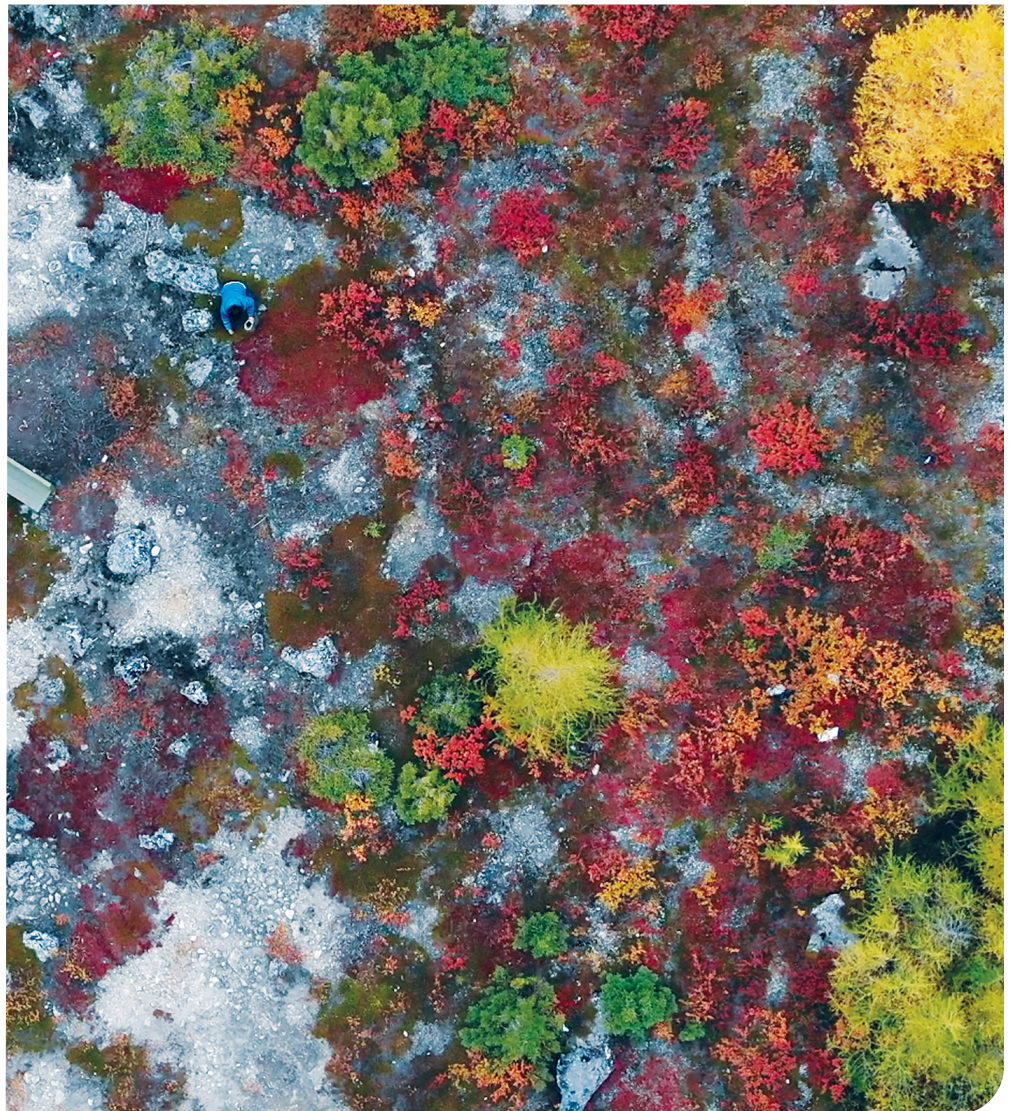
2020.2023

Strategy and Action Plan



Our Vision:
Canadian Inuit are
prospering through unity
and self-determination

Our Mission:
Inuit Tapiriit Kanatami
is the national voice for
protecting and advancing
the rights and interests
of Inuit in Canada



Cover image:

Nain, Nunatsiavut from Inuit Nunangat Taimannanit: a video storytelling project telling the stories of Inuit connection to our land.

President's introduction

National Inuit unity is the most powerful asset we have as we take action to achieve justice and self-determination for our often marginalized population. I am therefore proud to present ITK's 2020-2023 Strategy and Action Plan, whose seven objectives and accompanying actions and deliverables form national Inuit priorities identified by ITK's Board of Directors for this three-year period.

This document serves as a powerful advocacy tool that enables our people to convey shared priorities to the world while at the same time facilitating work on solutions to the challenges facing too many Inuit. The following Strategy and Action Plan will guide the day to day work of ITK staff as we advance ITK's vision and mission; it will be used to monitor and evaluate the organization's internal and external performance as well as to ensure that ITK remains transparent and accountable to all Inuit.

This document builds on the successful implementation of ITK's 2016-2019 Strategy and Action Plan, which included major deliverables such as the *National Inuit Suicide Prevention Strategy*, *National Inuit Strategy on Research*, and the adoption of a national Inuktitut writing system. The 2020-2023 Strategy and Action Plan includes objectives focusing on poverty reduction, infrastructure, climate action, and coastal management and marine infrastructure. It also includes actions that will help safeguard our language, enhance Inuit health, and empower our communities through research. ITK is committed to advancing these priorities, made all the more urgent by the renewed international focus on our homeland as a globally strategic region.

So much has changed at ITK in the last three years, including the reorganization of ITK departments to more effectively and efficiently achieve our goals, the creation of the Inuit-Crown Partnership Committee, as well as successful advocacy resulting in greater Inuit self-determination in the procurement of federal investments that are intended to benefit our people and communities. In 2017, ITK also launched Inuit Nunangat Taimannganit, an ongoing media project documenting 150 stories about our connections to the land and sea, as well as our legends, our histories, and our relationship with the environment and all living things within it.

However significant work remains to ensure that our people are able to live with dignity and exercise our right to self-determination, continue our culture and way of life, and enjoy a standard of living comparable to that enjoyed by most other Canadians. Inuit Nunangat, our homeland, must be brought into Canada as a nation building exercise that closes the profound gaps in services and infrastructure underlying the unacceptable challenges experienced by many of our people. ITK has taken significant and at times historic steps toward the accomplishment of these goals in the last three years, and with this 2020-2023 Strategy and Action Plan I look forward to continuing this work on behalf of all Inuit.

Nakurmiik,
Natan



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This document serves as a powerful advocacy tool that enables our people to convey shared priorities to the world while at the same time facilitating work on solutions to the challenges facing too many Inuit.

Inuit Nunangat Map



ITK Board and Committee Structure

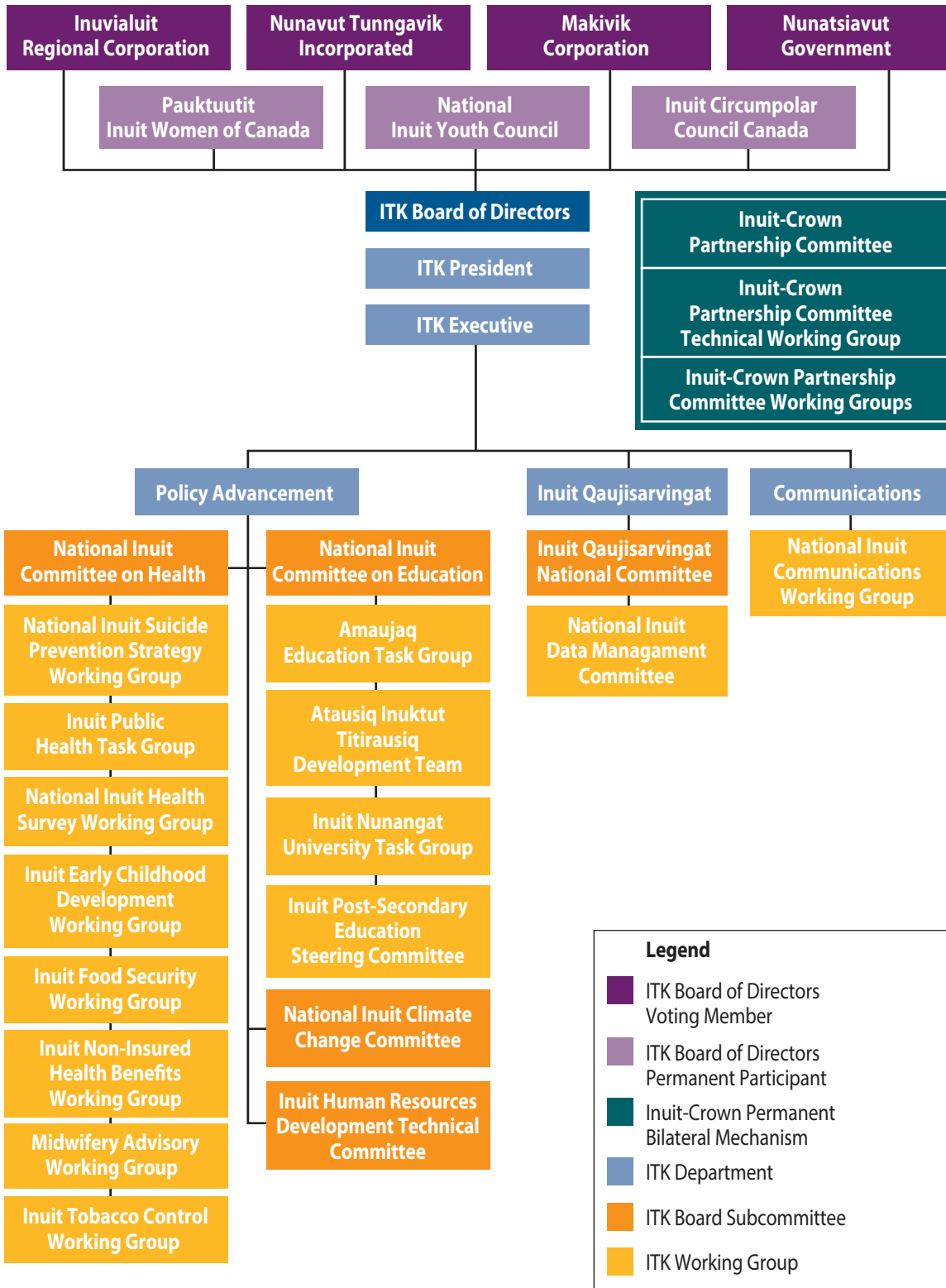




Photo Credit: Taqramiut Nipingat Inc.

*Inuit Nunangat Taimannganit:
Allaagiaq near Kangiqsujuaq, Nunavik*

Who we are

Inuit Tapiriit Kanatami (ITK) is the national Inuit representative organization in Canada. The majority of Inuit live in Inuit Nunangat, the Inuit homeland encompassing 51 communities across the Inuvialuit Settlement Region, Nunavut, Nunavik, and Nunatsiavut. Inuit Nunangat is a distinct geographic, political, and cultural region that encompasses nearly one third of Canada’s landmass, its entire Arctic coastline, and significant offshore areas. ITK Membership consists of the four Inuit land claims organizations that collectively represent Inuit Nunangat:

- Inuvialuit Regional Corporation (IRC)
- Makivik Corporation (Makivik)
- Nunavut Tunngavik Incorporated (NTI)
- Nunatsiavut Government (NG)

Voting members of the ITK Board of Directors are democratically elected by Inuit. ITK’s Board of Directors are as follows:

- Chair and CEO, IRC
- President, Makivik
- President, NTI
- President, NG

In addition to voting directors, the following non-voting Permanent Participant Representatives also sit on the Board:

- President, Inuit Circumpolar Council Canada
- President, Pauktuutit Inuit Women of Canada
- President, National Inuit Youth Council

The ITK president is elected by voting members of the Board and their delegates every three years.

Background

The 2020-2023 ITK Strategy and Action Plan forms our organization's core mandate for this three-year period. This document guides ITK's day-to-day work and serves as an accountability mechanism for Inuit and the ITK Board of Directors to monitor and evaluate the organization's progress. It also creates a level of transparency as we work to implement the document's objectives, actions, and deliverables. Implementation of the 2020-2023 ITK Strategy and Action Plan is guided by our vision and mission:

Vision: "Canadian Inuit are prospering through unity and self-determination"

Mission: "Inuit Tapiriit Kanatami is the national voice for protecting and advancing the rights and interests of Inuit in Canada"

Our history

ITK was founded in 1971 in order to coordinate and advance Inuit land claims negotiations, as well as to support and advance the broader struggle for Inuit self-determination. We helped secure recognition of Inuit rights through the Inuit Committee on National Issues (ICNI), developed in 1979 to facilitate Inuit input into the development of the Constitution. ICNI was part of the Aboriginal Rights Coalition that helped secure the inclusion of section 35 into the *Constitution Act, 1982*, which affirms First Nations, Metis, and Inuit treaty rights. Today, ITK advances national Inuit priorities and initiatives through representation, advocacy, research, and partnership in federal program, policy, and legislative development.



Photo Credit: Jake Hanna

*Inuit Nunangat Taimannanit:
Pinguarjuit near Clyde River, Nunavut*



Photo Credit: David Stewart

*Inuit Nunangat Taimannanit:
Tuktoyaktuk Harbour,
Inuvialuit Settlement Region*

The future we want

In the future we want, Inuit are healthy and thriving and our language, Inuktitut, is spoken at every sector of Inuit society. Inuit Nunangat has been brought into Canada through a nation building exercise that respects and supports Inuit self-determination and governance. Federal policies, programs, and initiatives that are intended to benefit Inuit are accessible to our people and aligned with priorities identified by Inuit rights holders. Legislative, policy, program and service gaps that once perpetuated racial discrimination against Inuit are eliminated, enabling our people to enjoy a standard of living comparable to that enjoyed by most other Canadians. Inuit Nunangat research shall be carried out in partnership with our people and will advance our priorities and be guided by a federal Inuit Nunangat research policy in which Inuit are empowered through data and information access and ownership. A federal Inuit Nunangat policy is in place ensuring that any federal program, policy, or initiative is accessible to Inuit throughout Inuit Nunangat.

Inuit representation and governance

Inuit are one of three Indigenous peoples recognized in section 35 of the *Constitution Act*, 1982. ITK's mandate as the national Inuit representative organization is provided by its Membership: IRC, Makivik, NTI and NG. As signatories to Inuit-Crown treaties signed between 1975 and 2008, IRC, Makivik, NTI and NG are the legal representatives of Inuit in our relationship with the Crown. The ITK president is elected by representatives the ITK Membership every three years during our annual general meeting. The Inuit leaders who make up the voting members of the ITK Board are elected by Inuit enrolled under their respective land claims agreements.

Our focus

Consistent with our vision and mission, ITK advances Inuit priorities through four main pathways:

- **Representation and governance:** We achieve cohesive Inuit representation and governance at the national level by facilitating the development of national policy positions that influence federal legislation, policies, programs, and initiatives;
- **Research and effective communication:** We work to advance Inuit self-determination in research, facilitate Inuit-led research, disseminate Inuit-specific data and information to our people, and inform our communities about federal legislation, policies, programs, and initiatives that may impact them;
- **Advocacy and policy advancement:** ITK advocates on behalf of all Inuit. We work closely with our Board of Directors to facilitate the development of unified national policy positions based on the priorities of Inuit rights holders;
- **Uniting Inuit:** Advancing national Inuit priorities can only be achieved if we speak with a united voice. ITK unites Inuit at the working level across Inuit Nunangat as well as by keeping Inuit informed and engaged in the work we do.



Photo Credit: Jake Hanna

*Inuit Nunangat Taimannanit:
Nain, Nunatsiavut*

Strategy and action plan

This section of the 2020-2023 Strategy and Action Plan outlines the objectives we seek to achieve, the actions associated with achieving those objectives, and the deliverables that serve as tools for advancing them. The seven objectives below were identified by the ITK Board of Directors and reflect ITK's priorities during this three-year period. Implementation of the Strategy and Action Plan is achieved through close coordination between ITK staff and file area leads identified by each of the ITK member organizations. Objectives, actions and deliverables are consolidated into a single table at the end of this document (Appendix I).

Objective 1:

Take action to reduce poverty among Inuit

Objective 2:

Work to close the Inuit Nunangat infrastructure gap

Objective 3:

Advance Inuit-specific health and social development policies, programs, and initiatives

Objective 4:

Support Inuktitut protection, revitalization, maintenance, and promotion

Objective 5:

Facilitate climate response and adaptation measures

Objective 6:

Empower Inuit through research and data and information access, ownership and dissemination

Objective 7:

Support Inuit Nunangat coastal management and marine infrastructure development

OBJECTIVE 1:

Take action to reduce poverty among Inuit

Poverty is a complex problem that contributes to many of the social and economic challenges faced by too many of our people, including food insecurity, low educational attainment, and intergenerational trauma. The median income for Inuit living in Inuit Nunangat is significantly lower than the median income of non-Inuit living in our homeland, and lower than the national median income. Too many families are struggling to get by and are forced to make do with less than other Canadians despite facing living costs that are several times higher than in the rest of Canada. Innovative interventions in some jurisdictions have successfully reduced poverty and improved social and economic outcomes. Bold and innovative solutions need to be advanced that could reduce poverty and living costs among Inuit and help eliminate social and economic inequities between Inuit Nunangat and most other parts of Canada. In 2020-2023, ITK will take strategic action to address the symptoms of poverty such as food insecurity, as well as advance innovative poverty reduction interventions in Inuit Nunangat.



ACTIONS

- 1.1 Take action to enhance food security among Inuit
- 1.2 Develop tools for measuring poverty and living costs that can be used for effective advocacy
- 1.3 Quantify social costs associated with poverty throughout Inuit Nunangat
- 1.4 Advance poverty reduction interventions in Inuit Nunangat
- 1.5 Advocate for federal procurement policies that benefit Inuit

DELIVERABLES

- Inuit-specific federal procurement strategy by February 2021
- National Inuit Food Security Strategy by March 2020
- Inuit Nunangat poverty metric and associated data compiled by February 2021
- Inuit Nunangat cost of living index by November 2020
- Cost of poverty in Inuit Nunangat report by March 2021
- National Inuit Poverty Reduction Strategy by February 2022



OBJECTIVE 2:

Work to close the Inuit Nunangat infrastructure gap

The profound infrastructure gap between Inuit Nunangat and most other parts of Canada contributes to other social and economic inequities, including in the areas of health, education, and safety and security. Social infrastructure, marine and air infrastructure, telecommunications infrastructure, and renewable energy infrastructure lag behind the rest of Canada and lag behind infrastructure in most other Arctic nation states. Closing the Inuit Nunangat infrastructure gap is a necessary condition for many Inuit families to be able to meet their basic needs and achieve prosperity. This can only be achieved through a nation building exercise that brings Inuit Nunangat into Canada through major long-term investments. In 2020-2023, ITK will prioritize closing the Inuit Nunangat infrastructure gap. We will work to achieve this goal through the Inuit-Crown Partnership Committee as well as through new and existing initiatives, including through implementation of the Arctic and Northern Policy Framework.

ACTIONS

- 2.1 Advocate for the development of a formal Inuit Nunangat Policy as well as federal budget allocations that align with Inuit priorities
- 2.2 Work to ensure federal procurement policies enhance regional economic development and benefit Inuit
- 2.3 Facilitate Inuit partnership in Arctic and Northern Policy Framework implementation
- 2.4 Enhance the effectiveness and impact of the Inuit-Crown Partnership Committee
- 2.5 Implement the National Inuit Housing Strategy

DELIVERABLES

- Inuit-Crown Partnership Committee Infrastructure workplan by March 2020
- Discussion paper on developing and implementing a federal Inuit Nunangat Policy by June 2020
- National Inuit Infrastructure Investment Strategy by March 2021

OBJECTIVE 3:

Advance Inuit-specific health and social development policies, programs, and initiatives

ITK made positive strides between 2016 and 2019 in advancing solutions for longstanding health and social challenges faced by Inuit. We have done so by educating the federal government about Inuit priorities, advancing Inuit-specific policy solutions to address them, and securing Inuit-specific federal investment in strategies and initiatives such as the *National Inuit Suicide Prevention Strategy*, *Indigenous Early Learning and Childcare Framework*, *National Inuit TB Elimination Framework*, *Inuit Child First Initiative*, *National Inuit Climate Change Strategy*, and *National Inuit Strategy on Research*. However, significant work remains, including the need to close police and service gaps for the most vulnerable in society such as Inuit with disabilities. In 2020-2023, ITK will prioritize the advancement of Inuit health and social development legislation, policies, programs, and initiatives.

ACTIONS

- 3.1** Continue implementation of the National Inuit Suicide Prevention Strategy and evaluate its impacts
- 3.2** Facilitate implementation of national Inuit health and social development strategies, frameworks, and initiatives
- 3.3** Facilitate implementation of the Inuit-specific components of federal legislation, frameworks, and initiatives
- 3.4** Take action to ensure Canada meets its obligations to Inuit with disabilities
- 3.5** Advance Inuit-specific policy guidance for new federal health and social development programs, policies, and initiatives
- 3.6** Support implementation of the Missing and Murdered Indigenous Women and Girls Calls to Justice

DELIVERABLES

- Support the development of regional NISPS implementation plans by July 2020
- Convene annual forum on preventing child sexual abuse in Inuit Nunangat
- Implementation of the Child First Initiative and development of an Inuit-specific equivalent to Jordan's Principle by November 2020
- Discussion paper on closing policy and service gaps for Inuit with disabilities by September 2020
- MMIWG Inuit-specific Calls to Justice implementation and monitoring plan by June 2020





OBJECTIVE 4:

Support Inuktitut protection, revitalization, maintenance, and promotion

ITK will support the use of Inuktitut as the primary language spoken at every sector of Inuit society. Inuktitut remains moribund in the Inuvialuit Settlement Region and Nunatsiavut and threatened in Nunavut and Nunavik. More Inuktitut speakers are passing away than are being created in all regions of Inuit Nunangat, contributing to a situation where Inuktitut is at risk of becoming a dormant language unless decisive action is taken at all sectors of society to revitalize, maintain, and promote it. In 2020-2023, ITK will take action to support Inuktitut revitalization, maintenance, and promotion through political advocacy, promotion and co-development of legislation at the federal, territorial and provincial levels, program and policy co-development, and the creation of Inuktitut learning tools and resources.

ACTIONS

- 4.1 Advocate for adequate, sustainable, and long-term federal funding for Inuktitut, including through participation in implementing the national Indigenous Languages Act
- 4.2 Advocate for new legislation and amendments to existing federal legislation to advance the protection, revitalization, maintenance, and promotion of Inuktitut
- 4.3 Work with the federal government to advance a federal policy for resourcing Inuit language and culture education in the primary grades throughout Inuit Nunangat
- 4.4 Implement Inuktitut Qaliujaaqpait, the Inuit unified writing system, including through the development of common spelling and grammar rules

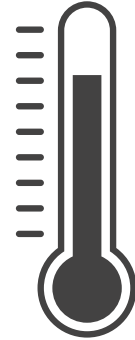
DELIVERABLES

- Discussion paper on federal legal obligations and jurisdiction in the area of Inuit primary school education by March 2020
- Recommended Inuktitut spelling and grammar rules and standards produced by Atausiq Inuktitut Titirauisq Development Team by March 2023

OBJECTIVE 5:

Support climate change response and adaptation measures

Global climate change is an imminent, existential threat to human civilization whose impacts are magnified in Inuit communities. Year over year average temperatures across Inuit Nunangat are increasing faster than in most other regions of the planet. The adverse, sometimes lethal impacts of climate change, include social, cultural, and economic impacts that require adaptation and mitigation measures to remedy. ITK released the *National Inuit Climate Change Strategy* in 2019, providing governments with a roadmap for supporting Inuit in reducing emissions and taking action to mitigate climate impacts. In 2020-2023, ITK will continue to advance climate policy solutions.



ACTIONS

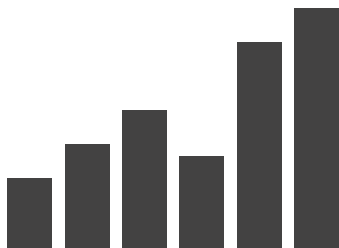
5.1 Implement the National Inuit Climate Change Strategy

DELIVERABLES

- Web-based tool for Inuit organizations and communities to exchange best practices and expertise on Inuit-driven climate actions by December 2020
- Analysis of Inuit climate data and services needs by July 2020
- Position paper on implementing a single federal window for Inuit climate adaptation financing by September 2021
- Position paper with recommendations for the creation of a single federal window for Inuit-specific energy financing by December 2021
- Position paper outlining transformative and sustainable financing for climate resilient infrastructure investments in Inuit Nunangat by March 2021



OBJECTIVE 6: Empower Inuit through education, research and data and information access, ownership and dissemination



Effective and impactful Inuit-specific policy can only be developed with accurate and reliable data and information. However, despite being one of the most researched societies, basic data and information gaps persist that make it challenging to advance effective policy or to hold governments accountable for existing obligations. ITK released the 2018 *National Inuit Strategy on Research* to facilitate respect and support for Inuit self-determination in all aspects of research. We also secured \$82 million over 10 years in Budget 2017 to develop and administer the Inuit Health Survey in order to help close health and social development data and information gaps that hinder the development of effective policy. At the same time, significant work remains to advance implementation of the *National Strategy on Inuit Education*, including the objective of establishing an Inuit Nunangat university. Furthermore, ITK has a role to play in developing the experience and capacity of emerging Inuit leaders through mentorship and professional development. In 2020-2023, ITK will prioritise measures that encourage Inuit capacity development, self-determination in research, and data and information sharing.

ACTIONS

- 6.1 Implement the National Inuit Strategy on Research
- 6.2 Broker partnerships that advance Inuit research priorities and facilitate Inuit-led research adjudication processes
- 6.3 Secure access, use and ownership of Inuit data and information, including through the development of a robust ITK corporate archives, research policy, and the development and implementation of a monitoring, evaluation and learning program (MEL)
- 6.4 Produce research and analysis that can be used to support the advancement of Inuit priorities throughout Inuit Nunangat

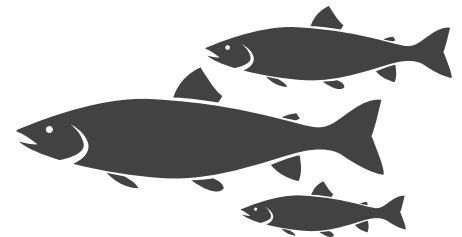
DELIVERABLES

- Launch of quarterly Inuit Nunangat policy research paper series by June 2020
- Conduct Qanuippitaa? National Inuit Health Survey by January 2022
- Establish ITK emerging leaders program by June 2022
- Complete business case for establishing an Inuit Nunangat university by October 2020
- Operational Corporate Archives by January 2022
- Establish and implement a corporate monitoring, evaluation and learning (MEL) program by January 2022
- Lead establishment of a National Inuit Research Ethics Board by January 2022

OBJECTIVE 7:

Support Inuit Nunangat coastal and marine management and marine infrastructure development

Climate change and sea ice melt have led to growing international interest and activity in our homeland. Shipping traffic is increasing as seasonal sea ice cover deteriorates and becomes increasingly mobile. Non-Arctic nation states are actively advancing their own Arctic policies and priorities, potentially to the detriment of Inuit rights and self-determination. These changes are creating risks and opportunities associated with shipping and tourism, security and defense, and resource extraction. Canada's sovereignty over the Northwest Passage is openly contested by countries that view it as an international strait and transit passage, and who wish to advance their economic and military interests in the region. At the same time, limited coastal management capacity and profound marine infrastructure gaps throughout the region are barriers to effective coastal and marine management. Inuit and Canada must be at the forefront of strategically managing such changes. In 2020-2023, ITK will facilitate coastal and marine management research, policy and planning, and work to secure investments in Inuit Nunangat marine infrastructure.



ACTIONS

- 7.1 Advance Inuit-specific policy guidance for coastal management and marine infrastructure development, including marine shipping, safety, search and rescue, environmental response and marine transportation services infrastructure
- 7.2 Facilitate strategic partnerships between Inuit and federal departments and agencies, and other stakeholders involved in coastal management and marine infrastructure development
- 7.3 Advance the establishment and implementation of the Arctic Region with the Department of Fisheries and Oceans and Canadian Coast Guard
- 7.4 Advocate for the adoption of Inuit-specific policy recommendations to address Inuit Nunangat's chronically under-developed telecommunications infrastructure given its key role in overcoming current and chronic deficits in marine safety, search and rescue and environmental response operations
- 7.5 Ensure marine and coastal areas of ecological and cultural importance to Inuit are identified and sustainably managed in partnership with Inuit

DELIVERABLES

- National Inuit position paper on coastal and marine management and marine infrastructure development needs by April 2021



Inuit Nunangat Taimannganit



Inuit Nunangat Taimannganit is a collection of videos of Inuit telling their stories about their experiences with our traditional homelands. Through our own words, we are celebrating our people, families and communities’ intimate and foundational connections to our homeland, Inuit Nunangat. And through the stories in INT, we are highlighting and documenting these rich connections to affirm the central role played by Inuit land use and stewardship in our own culture and society as well as in Canadian society as a whole.

The goal of the project is to leave a lasting legacy that unites Inuit across Inuit Nunangat and wherever Inuit may live in Canada and around the world. This is also our way of showing and sharing the deeper parts of who we are to all Canadians.

We launched the project in 2017 and by the end of 2019 have produced nearly 50 videos from places all across Inuit Nunangat. By the time this project is finished in 2021, we will have a collection of 150 short films.

We are featuring 12 stories from 12 different storytellers from Inuvialuit Settlement Region, Nunavut, Nunavik and Nunatsiavut.

To watch the videos and follow as we continue to produce more, go to: www.itk.ca/taimannganit



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