



FIRST PEOPLES WELLNESS CIRCLE

Annual Report

New Direction and Growth

2022 / 2023

TABLE OF CONTENTS

Message from the Chair	4
Message from the CEO	5
A Year's Overview: Where We Are Now	6-7
Organizational Growth and Development	8-9
Strategic Plan 2023-2028	10-11
Financial Report	12-13
ENMWC Framework Implementation	14-15
Building Capacity of Mental Wellness Teams	16-26
Communications Analytics	27
Partnerships, Advocacy, Support and Capacity Building	28-31
Research Partnerships	32
Working Groups and Committees	33
Conferences and Presentations	34-35
Looking Forward: Working to Create Systems Change	36

Released July 2023

MESSAGE FROM THE CHAIR

Taanishi. It is with pleasure that I invite you to explore the annual report and work carried out by FPWC in 2022-2023. In my inaugural year as Chair of the Board, we worked alongside the staff to create key documents and activities to guide the work of FPWC into the future. A strong foundation had been provided by retired chair, Dr. Bill Mussell and the team. At FPWC, we have embraced the role of a Thought Leader to support staff and the Board, and we're incredibly privileged to have Dr. Bill Mussell fulfill this important role.

We all worked incredibly hard to develop a new 5-year strategic plan that will guide the work, relationships and activities for 2023-2028.

I want to extend my appreciation to our partners, stakeholders and staff for contributing to this important document by sharing your experiences and best advice to assist us in creating a document that will guide the work we do into 2028. I hope as you review the key components of the strategic plan that you will recognize this work as an opportunity to strive together to improve the wellbeing of our nations and communities.

I'm exceptionally proud of the growth and development that FPWC has made in the last four years to build the capacity of the organization to respond and support the development of the mental wellness and trauma specialist workforce in First Nation and Indigenous communities. In the annual report, we've highlighted some of our long-term projects that we are preparing to release and implement in 2023-2024, as well as introduce new and exciting work underway. Some projects are responsive to the needs and priorities of regional mental wellness services, such as the New Brunswick cultural safety and anti-Indigenous racism work that will culminate with a helping bundle to support communities. The bundle will be a tool to determine the competency of external service providers to meet community needs. Other projects, like the Indigenous Crisis Debriefing Model will support the workforce to

have tools to respond to our communities who continue to experience trauma, loss and grief in devastating circumstances.

This past year, the Board and staff have also worked on enhancing our policies to match the growth and development and development of the organization. The Board of Directors gathered in March 2023 to discuss many relevant areas for advancement of FPWC, including board recruitment, FPWC's position on anti-Indigenous racism and how to create trusting and reciprocal relationships with First Nation, Inuit and Métis people.

Looking forward, FPWC will work alongside partners to provide national messages on anti-Indigenous racism and the importance of allyship, supporting coordination of mental wellness priorities across turtle island, implementation of the Framework, preparing for the establishment of a First Nation Mental Wellness Association, with attention to youth voice, and most importantly, working with the dedicated people who deliver mental wellness services in our communities. I am confident we will continue this work in good cultural ways with our stakeholders guiding the way.

Maarsi



Denise McCuaig
Chair of the Board



MESSAGE FROM THE CEO

This year has been both an exciting and challenging year for FPWC. We have seen incredible growth in the organization. We've expanded our team, increased our responsibilities to our stakeholders and with our partners, introduced the role of Thought Leader to our board and built a new 5-year strategic plan! This has allowed us to explore new projects and funding sources with the goal of seeking new initiatives to implement the key elements of the First Nation Mental Wellness Continuum Framework. It has also allowed us to dream, to believe and to be creative. But it has also been a challenging year. We recognize with growth comes development and transitions which has required us to be strategic, to plan and to support people through transition. It has reminded us of the importance of listening to the voices of our stakeholders, our partners, and our staff. It has challenged us to build an organization that is responsive and not reactive, is grounded in inclusion and empowerment, and to always work in relational ways that values the strengths and gifts of everyone and everything. It has meant we've sometimes had to be okay with crawling and not running, to take the baby steps so we can learn to walk firmly and confidently. As we wind up this year though, it has brought about new learnings, new experiences and new opportunities and allowed us to look forward with anticipation and excitement.

I'm exceptionally proud to work alongside so many talented and gifted people from our Board, to our Thought Leader, our staff, our partners and our stakeholders. The work we have created this year has focused on supporting the workforce. It has meant the creation of training and resources to build skills to ensure a healthy workforce and has also led us to explore strategies that would increase our ability to advocate for the equity of the workforce. We've been reminded over and over about the critical importance of the work

that the mental wellness and trauma specialist workforces do in our communities. We've been inspired by their dedication and passion to

use their gifts and the strengths of our culture, language and land to bring healing to the communities. We're humbled by the opportunity to work with the trauma specialist workforce, known as Indian Residential School Resolution Health Support and Cultural Support Workers, and learn about the services they deliver. We hope to use this information to advocate for sustainability of this essential program and to create knowledge exchange opportunities that can further enhance their scope of work.

I'm especially excited about FPWC's new 5-year strategic plan. It's built on the values of Purpose, Hope, Meaning and Belonging with four main objectives. This strategic plan provides a roadmap for advancing work on mental wellness that is grounded in Indigenous knowledge, evidence and practices. It is balanced to focus on internal and external development and stresses the importance of relationships.

I encourage you to spend time learning about who we are, what we do and where we plan to go in the coming year through the pages of our annual report.



Brenda M Restoule, Ph.D., C.Psych
Chief Executive Officer

A YEAR'S OVERVIEW: WHERE WE ARE NOW

The 2021-2022 fiscal year was a big year for FPWC. While we continued to provide capacity building opportunities to our stakeholders we fostered internal capacity by onboarding many new team members and saw our team grow from five to 16 strong. This meant further development of internal processes for the organization to ensure efficient and effective service delivery that meets the needs of our stakeholders.

FPWC's biggest accomplishment was the development of our new 5-year strategic plan. We're excited to share our new **Purpose, Hope and Meaning**. These guide our four main objectives of Growth, The Framework, Relationships and Collective Intelligence.

The team who supports Mental Wellness Teams had a busy year in knowledge exchange. We have continued with the strategy of offering webinars and learning series in a virtual format to make these opportunities more accessible for workers. This year we introduced the Facilitation of Care learning that uses a case study model to highlight the use of a two-eyed seeing approach to address a range of mental wellness needs that Mental Wellness Teams (MWT) and Crisis Response Teams (CST) may encounter in their daily work. The team has also created an online Resource Hub that will be launched in the upcoming year to increase accessibility to resources while promoting a culture of sharing and increased networking between the MWTs.

What guides us



PURPOSE

To walk with and support First Peoples and communities to share collective intelligence for healing, peace-making, and to live a good life.



HOPE

A nation where First Peoples and our communities experience holistic health and wellness, through living our diverse cultural values, beliefs, and practices.



MEANING

The FPWC advocates for collaborative transformative change to create pathways to wellness and whole health for First Peoples shaped by diverse Indigenous cultural lenses.



Thought Leader

FPWC initiated the role of a Thought Leader to the Board of Directors this past year. This role will provide guidance and support to the board in matters related to culture, spirituality and mental wellness. The Thought Leader will possess knowledge related to the ways of being, doing and living that are used in Indigenous communities to foster wellbeing and resilience. Thought leaders will also be accessible to the staff to help build competency and to guide the direction of our work. Three Thought Leaders will be brought on to fulfill this purpose and we are fortunate that Dr. William (Bill) Mussell has stepped into this inaugural role. Although he transitioned out of his role as the Chair of the Board he continues to bring his wealth of knowledge to the Board table. With this we welcomed Denise McCuaig as the new Chair of the Board.

The creation of new teams at FPWC has increased activity throughout the organization and with our partners and stakeholders. The Special Projects team worked to gather data about the current needs, realities, challenges, strengths and priorities of the trauma specialist workforce. This information will be used to develop knowledge exchange activities and resources that can support capacity development in the upcoming year for this essential workforce. They have secured other funding sources to build resources to support the wellbeing of the mental wellness workforce and to address anti-Indigenous racism in the mental health system. The REP team created processes to increase the capacity for FPWC to engage in research, policy development and evaluation that will ensure our work is grounded and led by evidence that uses a two-eyed seeing approach. FPWC has fostered research partnerships in the last year that will provide data to support the sustainability of the mental wellness workforce.

Partnerships and relationship development and enhancement continue to be critical to our work. We continue to design initiatives with our sister organizations, Thunderbird Partnership Foundation and First Nation Health Managers Association, which collectively advance our vision of healthy First Nation communities, families and individuals. We have spent time on committee and working group tables to ensure Indigenous stories are being shared and that equity can be realized for Indigenous communities. Our CEO continues to build relationships through opportunities to give presentations and keynote addresses that focus on the work of FPWC and highlight the innovation of the mental wellness workforce.

And finally, we look forward. FPWC is moving into the final year of its 5-year funding cycle. We are poised to deliver many different types of knowledge exchange activities to advance the capacity of the mental wellness and trauma specialist workforces. Opportunities to co-develop and support various research initiatives will assist in the collection of data that builds evidence of the impacts these workforces have in Indigenous communities. Ultimately, all of this work is intended to build healthy, thriving Indigenous communities by supporting our greatest asset, the workforce.

ORGANIZATIONAL GROWTH AND DEVELOPMENT

FPWC has worked hard this last year to continue to build internal capacity to do the work we have been mandated to complete. Over the past year we have actively focused on the recruitment of new staff and have built up teams that allow us to have a broader focus and more efficiently meet our deliverables and be responsive to the needs of our stakeholders. We have hired new senior leadership, including a Director of Strategic Initiatives and Programs and an Operations Manager to take on the day to day activities of the organization. We're pleased to have Despina Papadopoulou join as the Director of Strategic Initiatives and Programs and Claire Scanlan as the Operations Manager. Both bring a wealth of experience and knowledge to their roles and have helped build internal capacity with policies and processes to improve workflow and ensure we are taking care of the wellbeing of the FPWC workforce. The addition of senior leadership also ensures support for internal change and risk management as we witnessed a significant growth within the organization.

We also strengthened the organization by creating three new internal teams. Over the past two years FPWC has taken on shorter-term projects that expand implementation of the Framework. These projects have required dedicated resources to ensure deliverables are met, so we added a Special Projects Team and welcomed Maxine Peltier, Special Projects Manager and Trisha Trudeau, Program Support Officer. This team came onboard with the expectation of supporting the ongoing work related to the Indian Residential School workforce which included the submission of a successful proposal to support capacity building for this trauma specialist workforce, known as Resolution Health Support and Cultural Support Workers.

In the upcoming year, we plan to offer knowledge exchange activities and networking opportunities that will allow new members of this workforce to access training and resources to support the ever-increasing demand for these services in our communities.

Special Projects: Additional Funding Proposals

This team has also secured two additional funding proposals; one will have them work alongside our team that supports Mental Wellness Teams to build resources that can support this workforce by reducing the risk and impacts of the pandemic. This two year project funded by the Public Health Agency of Canada, seeks to create Worker Wellness Bundles that will have a number of resources that can support team members to ensure their wellbeing and reduce risk of fatigue (decision-making, pandemic and compassion), vicarious trauma and burnout. The second new project, funded by Health Canada, will focus on addressing anti-Indigenous racism in the mental health system. We have partnered with Mental Wellness Teams in New Brunswick to create a cultural safety training curriculum that will attend to oppression, privilege and allyship through reflective practices and understanding local history and reality that can increase their competence. This project will target psychologists and social workers in New Brunswick and is intended to wrap up in early 2024.

Our second team is the REP team (Research, Evaluation and Policy). This team is responsible for supporting many of the implementation activities of the Framework and is tasked with ensuring we build an evidence-based approach to all of our work. The REP team spent this past fiscal year producing a roadmap that is aligned with FPWC's new Strategic Plan with the intention of implementation in the upcoming fiscal year. This team has brought three new staff into FPWC; Dr. Emily Kirk (Principal Researcher), Catherine Graham (Evaluator) and Becky Carpenter (Policy Analyst).

A Senior Communications Lead, Haley Laronde, was added to the Operations Team to provide internal capacity to manage the day to day communications needs of the organization including our website, social media accounts and supporting the creation/branding of any resources and other documents produced by FPWC. This position is critical to ensuring FPWC can communicate effectively about the work we do and to support larger initiatives such as the [Rise Above Racism](#) campaign that we are partnering on with our sister organizations, Thunderbird Partnership Foundation and First Nation Health Managers Association.

Finally, we've enhanced our MWT Supports Team by adding a Workforce Development Lead, Keith Martin, and a Support Officer, Melissa Dedumus. They will support the continued rollout of the recommendations from the [Comprehensive Needs Assessment \(2019\)](#), and implement a workforce strategy and create platforms that will support networking and sharing of resources amongst teams to improve standards of care.

A new 5-year strategic plan was created with input from stakeholders, partners and staff that reflects our new mandate, growth and accountability to our stakeholders. The graphic on pages 10 and 11 outlines FPWC's new strategic direction and plan.



In October 2022, our team (pictured above) gathered in Ottawa at a Staff Retreat to build relationships, explore their role in the organization and to contribute to the organizational growth plan of FPWC. The Staff Retreat was supported by knowledge keepers, Perry and Laurie McLeod-Shabogesic, who shared teachings to guide the FPWC team to manage change and transition within the organization. Some of the elements of FPWC that staff felt were critical to its sustainability included being guided by culture and teachings and the principles of the Framework; using a decolonizing lens in our work; valuing the skills, knowledge and wellness of its staff; ensuring equity and diversity in our work; providing a safe and supportive work environment that supports a healthy work-life balance; and is fluid and evolving. As FPWC is a remote organization, ongoing efforts to build relationships and support a healthy workplace culture were necessary to support the growth and transition of FPWC.

STRATEGIC PLAN 2023-2028

Purpose

The reason that we exist.

To walk with and support First Peoples and communities to share collective intelligence for healing, peace-making, and to live a good life.

Hope

Our vision for a better future.

A nation where First Peoples and communities experience holistic health and wellness, through living diverse cultural values, beliefs, and practices.

Meaning

The work we do to achieve our hoped-for future.

The FPWC advocates for collaborative transformative change to create pathways to wellness and whole health for First Peoples shaped by diverse Indigenous cultural lenses.

Enablers

1. Diversified sustainable funding.
2. More robust communication, branding, marketing.
3. Accountability and Quality Assurance
4. Operations – Human Resource Support, Workplace Wellness (Internal and External)

Belonging

We are all connected; these are the lenses through which we understand our relationships to the communities we serve, the work we do, and the world.

- Environments, communities, families, and individuals intersect and interrelate in complex, historical and dynamic ways – they are more than the sum of their parts;
- A cultural lens is the key to making meaning of Indigenous lived experience;
- Indigenous knowledge is the foundation for transformative change for First Peoples;
- A cultural lens and Indigenous knowledge are grounded in a holistic worldview;
- Sharing and building on a cultural lens and Indigenous knowledge leads to strengths-based actions and transformative change;
- Holistic approaches are relational – they honour relationships to the land and all other things of the Creator. Population health and health determinants are appropriate working tools;
- At all times, ceremonial and seasonal activities are important ways in which we acknowledge our relationships with all of Creation and the Creator;
- All people possess the ability to modify self and by finding their own voice can serve as effective advocates for change at the individual, family, and community levels;
- Fairness and justice for all are priority values; First Peoples' programs and services should be resourced equitably and reflect a deep understanding of anti-Indigenous racism and the ongoing impacts of generational trauma.

Objectives and Priorities

1. Growth

- a. Provide mentorship and resources to mental wellness and crisis support teams and related workforce, building from ongoing needs
- b. Continue to build the capacity of mental wellness and crisis support teams
- c. Create a central resource hub to share wise practices and new and existing resources and tools
- d. Expand membership by designing and executing a membership growth campaign within and beyond First Nation mental wellness workforce and organizations

2. The Framework¹

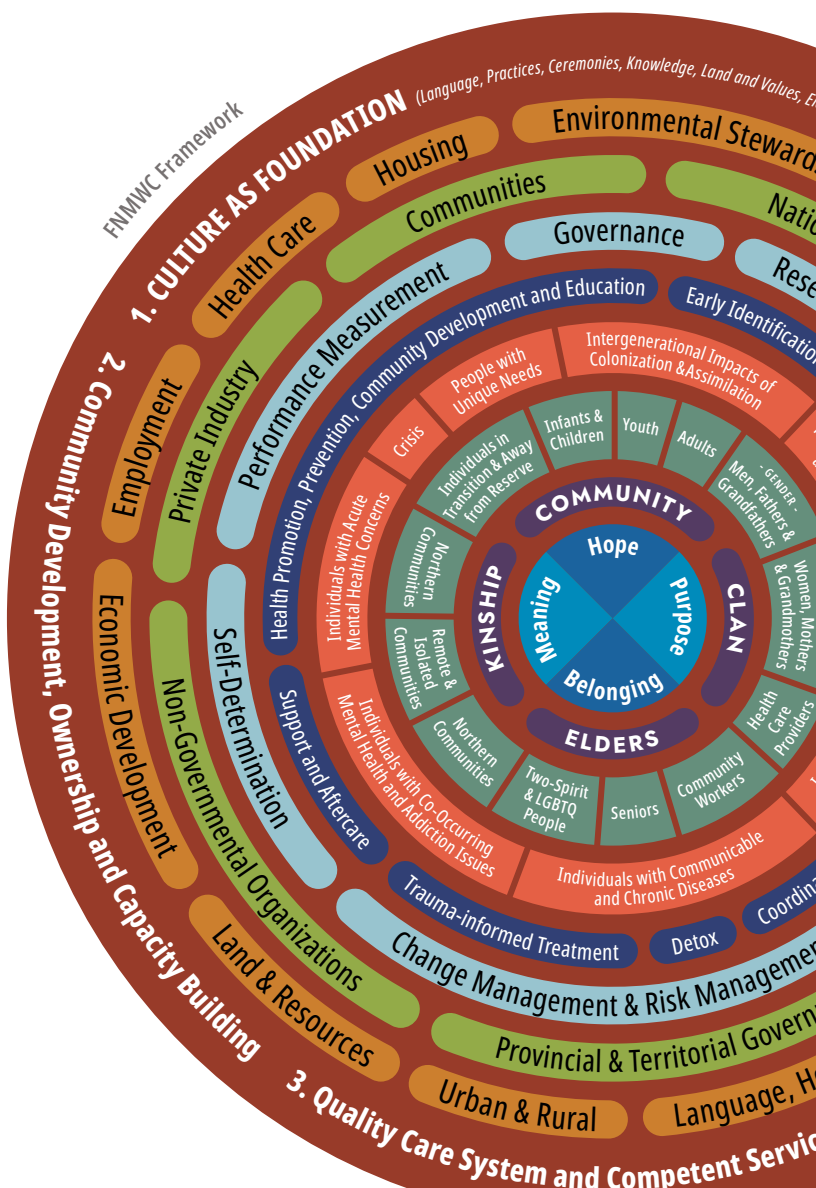
- a. Implement the First Nations Mental Wellness Continuum Framework into everything we do, internally and externally.

3. Relationships

- a. Build and expand relationships with Indigenous groups, scholars, and organizations and/or governing bodies to support wellness, healing and peace-making using Indigenous knowledge, including taking action on anti-Indigenous racism
- b. Develop criteria for relationships that are in (or out) of scope for FPWC:
 - 1. Provide clarity around expectations
 - 2. Manage external requests
- c. Continue to plan and deliver training with Thunderbird Partnership Foundation (TPF) to meet the needs of mental wellness and crisis support teams and related workforce
- d. Build relationships with non-Indigenous organizations, grounded in reciprocity, to work together to create equity and advance Indigenous mental wellness

4. Collective Intelligence

- a. Develop a research agenda that builds on the strength of Indigenous knowledge and evidence
- b. Share the wise practices of the workforce
- c. Influence policy makers and policy change to improve equitable access to services
- d. Advocate for strategies around peace-making, healing, life promotion and wellness amongst First Peoples communities and those with whom we interact
- e. Create an accredited Circle of Indigenous Knowledge and Relational Practices that supports lifelong learning and the sharing of collective intelligence



¹ First Nations Mental Wellness Continuum (FNMWC) Framework

FINANCIAL REPORT 2022-2023 FISCAL YEAR

FPWC is in the final year of its 5-year funding agreement with Indigenous Services Canada's First Nations and Inuit Health Branch (FNHIB). Negotiations for the next funding agreement will be undertaken this fall.

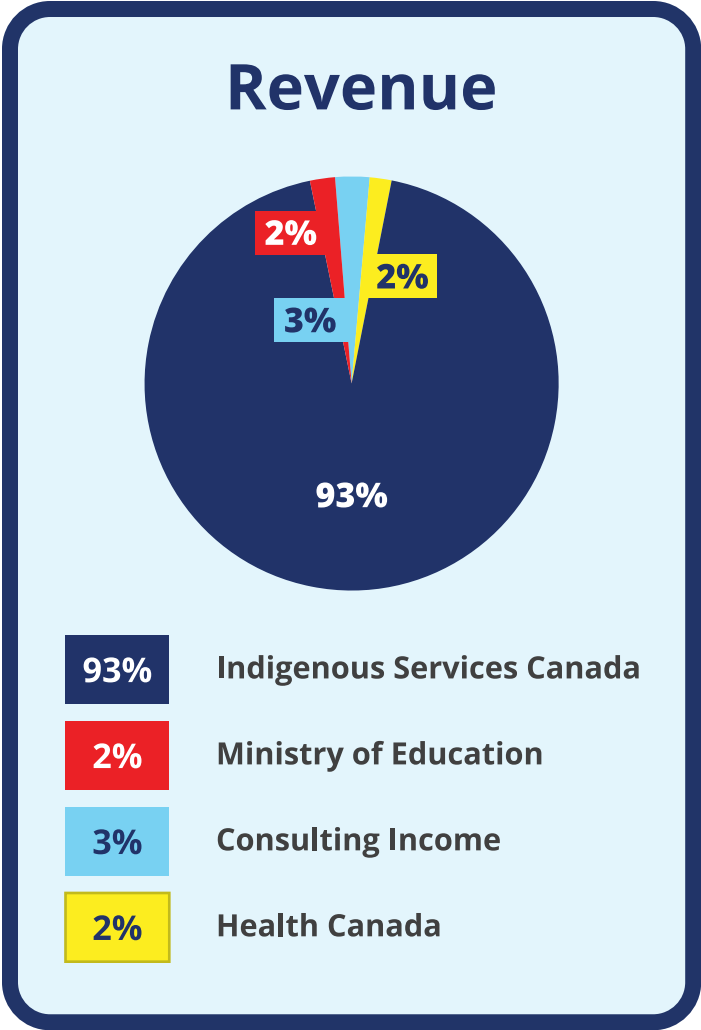
The 2022-2023 Fiscal Budget included funds from the Ministry of Education, to continue the development of student resources. Over the year, FPWC developed and submitted several project proposals. We are delighted to announce that FPWC was successful in its endeavor and was awarded the funding for these projects:

- o **Indigenous Services Canada:**
Indian Residential School Resolution Health Support Program Workforce Wellness

This project started in March 2023, and will conclude on March 31, 2024.

- o **Health Canada:**
First Nations Knowledge and Evidence: Taking Action on Systemic Racism Through Cultural Safety

This project started in November 2022, and will conclude on March 31, 2024.



2022



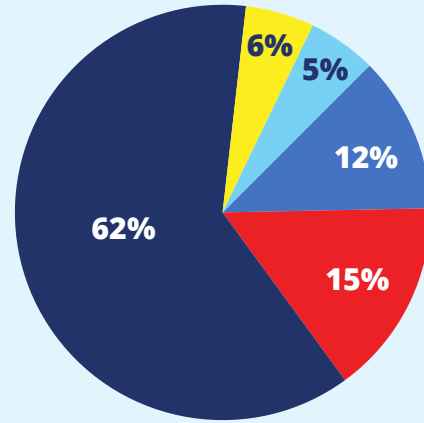
2023

Additional revenues were generated through several service contracts for consultations and collaborations with FPWC.

Mr. Tony McGregor, Freelandt Caldwell Reilly LLP presented the Audited Financial Statements for the fiscal period ending March 31, 2022, to the FPWC Board of Directors on July 19, 2022. Mr. McGregor reported a clean audit with no significant findings. Subsequently, the Auditor's report was accepted by the Board of Directors as presented. The Audited Financial Statements for this fiscal period ending March 31, 2023, will be presented to the Board of Directors on July 11, 2023, during the Annual General Meeting.

The Audited Financial Statements are available upon request to Claire Scanlan, Operations Manager at claire.scanlan@fpwc.ca.

Expenses



6%

Training & Conference

5%

Travel & Meetings

12%

Administration

15%

Projects

62%

Salary

FNMWC FRAMEWORK IMPLEMENTATION

FPWC is a co-chair of the First Nations Mental Wellness Continuum Framework (Framework) Implementation Team (IT) and the Secretariat. The Framework IT Secretariat is a group of representatives from First Nations organizations and government partners that work collaboratively to promote health and wellbeing among First Nations people in Canada through the implementation of the Framework. Representatives

include FPWC, Thunderbird Partnership Foundation (Thunderbird), Assembly of First Nations (AFN), We Matter, Canadian Roots Exchange (CRE), as well as government partners Indigenous Services Canada (ISC) and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC). Two specific activities undertaken by the Framework IT Secretariat throughout the 2022/2023 fiscal year include:

FNMWCF Orientation Training

The purpose of the Framework Orientation Training is to help orient audiences who work within the mental wellness landscape, such as employees at First Nations and non-First Nations organizations, members of government and other partners and stakeholders to the Framework. The training works to enhance participants' overall understanding of the Framework, its history and importance, how it can be applied to participants' work and community, and how it can be used to support systems-level change. The training uses a variety of methods, including case studies, reflection questions and group discussion questions to support and guide the learning process. It is a flexible approach, seeking to meet participants where they are with their knowledge and understanding. The materials will also incorporate youth insight and feedback. To complete this work, FPWC works collaboratively with Thought Leader and Elder Dr. Bill Mussell, Lead author Dr. Nancy Stevens, Project Lead, Mariette Sutherland, as well as Thunderbird Partnership Foundation, We Matter, AFN and ISC. The materials are currently being finalized, and the training will be piloted with different community groups and partners in the 2023-2024 fiscal year.

Evaluation Model

In addition to presenting "a shared vision for the future of First Nations mental wellness programs and services and practical steps toward achieving that vision," the Framework provides us with an opportunity to reflect on the work that we do in a manner that promotes growth and accountability. The evaluation model and accompanying learning modules seek to accomplish this by providing communities, organizations, and others with the tools they need to monitor and evaluate the work that they do using the Framework. Like the Framework, the evaluation model centres culture as a foundation and seeks to support transformative change at the community and systemic levels. Most importantly, it grounds evaluation in local knowledge and culture and supports the application of indicators that are prioritized by First Nations communities. The model and training modules will be piloted and finalized in 2023.

First Nations Mental Wellness Continuum Framework (FNMWCF) Implementation Team (IT) Secretariat



BUILDING CAPACITY OF MENTAL WELLNESS TEAMS

Mental Wellness Supports Team Year in Review

It has been another busy and exciting year for the Mental Wellness Supports Team. Over the course of the year, our team grew and we welcomed a Workforce Development Lead, whose primary role will be completing and implementing the [*Workforce Wellness Strategy*](#). The Workforce Development Lead will be supported by a Support Officer, whose primary role is the development, promotion and maintenance of the [*Resource Hub*](#).

With the growth of the team and with that, our own capacity, our focus continued to be on supporting capacity building of the Mental Wellness Teams by creating opportunities for knowledge exchange, sharing of wise practices, networking with peers and the development and delivery of training, tools, and resources based on Indigenous knowledge and evidence.

The Mental Wellness Supports Team moved a number of initiatives forward that will reach completion and launch by the end of 2023, including The Mental Wellness Team Toolkit, [*An Introduction to First Nation Mental Wellness*](#), [*Workplace Well-Being Training*](#), and a [*Virtual Care Toolkit*](#). We also started new projects that include the Workforce Wellness Strategy, Resource Hub and [*Mental Wellness Workforce Peer Directory*](#).

Notably, we welcomed the opportunity to gather in person once again and supported and presented at a number of regional gatherings.

Knowledge Exchange

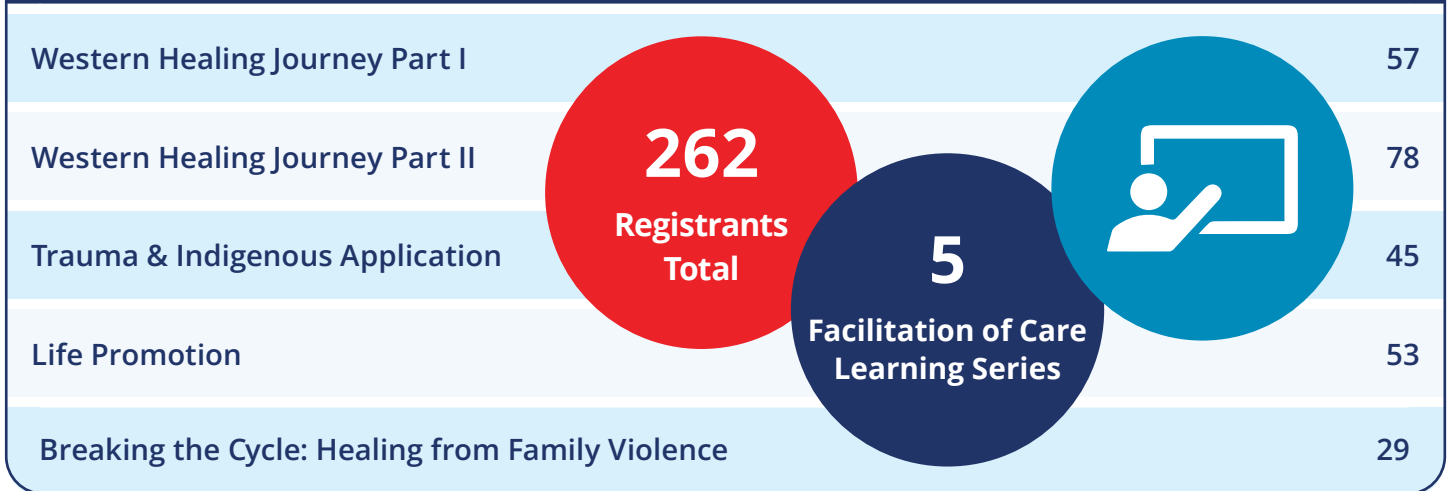
FPWC is committed to enhancing the capacity of Mental Wellness Teams and others to support First Nation individuals, families, and communities to achieve their self-determined visions for Hope, Belonging, Meaning, and Purpose. To do so, FPWC hosts a variety of professional development opportunities that aim to meet identified learning needs of the Mental Wellness Workforce (Mental Wellness Teams, Crisis Response Teams, Indian Residential School (IRS) Resolution Health Support Program) through a variety of mechanisms, including the [*MWT Comprehensive Needs Assessment*](#) that was published in June 2019. Most of these opportunities are delivered virtually through the Facilitation of Care Learning Series (FCLS) and FPWC Learning Circles.

The FCLS utilizes a case consultation model that brings together clinicians, Elders and Cultural practitioners to share wise and promising practices. The Series embraces a two-eyed seeing approach by bridging the perspectives of traditional and Western healing modalities and practices to explore issues and treatment approaches in caring for communities.

The Mental Wellness Toolkit objectives are:

- To provide Mental Wellness and Crisis Support Teams (MW/CST) with a collection of resources to assist in initial start-up and ongoing development
- To respond to needs as identified in the Comprehensive Needs Assessment (2019) completed by FPWC and supports implementation of the FNMWC Framework
- To use a balanced approach that considers context and structure of the team and the stages of team growth and development focused on serving their communities

FPWC Facilitation of Care Learning Series (FCLS)



In total, 262 people registered across five FCLS events during fiscal year 2022-2023. FCLS topics included: Western Healing Journey Part One (57), Western Healing Journey Part Two (78), Trauma & Indigenous Application (45), Life Promotion (53), and Breaking the Cycle: Healing from Family Violence (29).

Learning Circles provide the Mental Wellness Workforce opportunities to listen to presentations made by experts from a diversity of backgrounds on topics ranging from those related to supporting innovative ways to support clients to the importance of self-care for those in the helping profession. One of the more notable Learning Circle events this last fiscal year featured Dr. Gabor Maté who provided a presentation titled “When the Body Says No: Mind/Body Unity and the Stress-Disease Connection” to a virtual audience of 300.

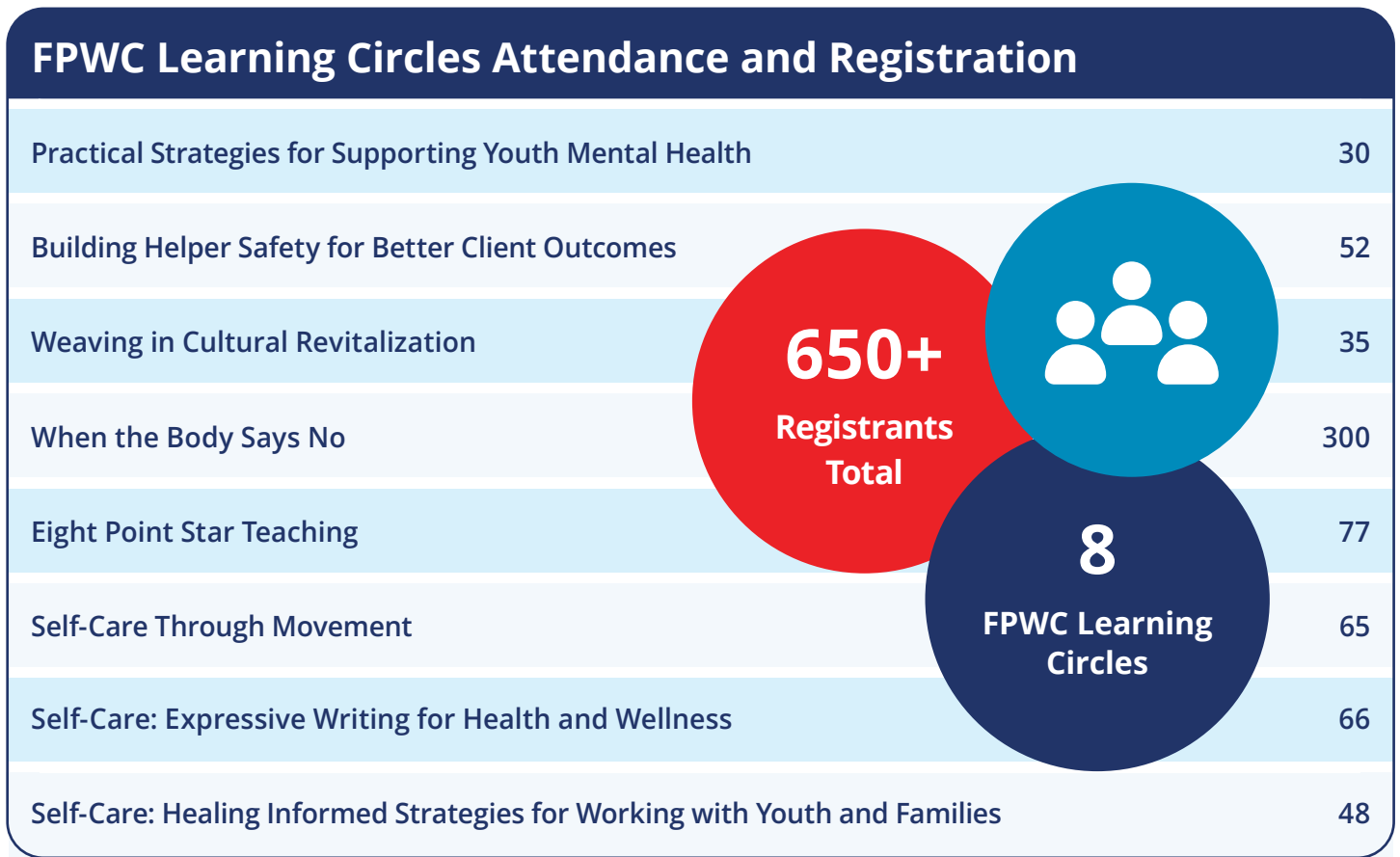
Over 650 people registered across eight Learning Circle events during the fiscal year 2022-2023. Topics included: Weaving in Cultural Revitalization (35), Building Helper Safety for Better Client Outcomes (52), Practical Strategies for Supporting Youth Mental Health (30), When The Body Says No (300), Eight Point Star Teaching (77), Self-Care Through Movement (65), Self-Care: Healing-Informed Strategies for Working With Youth and Families (48), and Self-Care: Expressive Writing for Health and Wellness (66).

Upon completion of their participation in these professional development events, attendees were given the opportunity to reflect on their experience and provide feedback by completing a short online survey.

This is some of what we heard:

- 80% of attendees who completed the survey reported an increase in awareness or understanding related to at least one of the advertised learning objectives linked to the particular virtual event
- 91.5% of attendees who completed the survey felt that the event achieved the advertised learning objectives
- 100% of attendees who completed the survey indicated that they would recommend the virtual event to colleagues

Over 650 people registered across eight Learning Circle events during the fiscal year 2022-2023.



Thunderbird Partnership Foundation Training

In addition to providing direct professional development opportunities, FPWC also ensures that Mental Wellness Teams have access to other training such as those provided by the Thunderbird Partnership Foundation (TPF). During the 2022-2023 fiscal year, 166 members of Mental Wellness Teams from across Canada participated in TPF hosted training on a variety of topics including training on the application of the First Nations Mental Wellness Continuum Framework.

In the future, FPWC hopes to expand its professional development offerings as it begins the process of working with its sister organizations to establish a First Nations Mental Wellness Association.

This association will provide accredited training that is grounded in core competencies that are specific to ensuring that workers are able to support communities in a trauma informed and culturally safe manner.

Other information: A total of 174 (166 MWT & 8 IRS) participants registered for TPF training sessions. TPF offered 26 training sessions in 2022-2023 that MWT & IRS could register for, there were participants in 17 of those training sessions. The MWT and IRS were 26% of the total participants. Most attended training sessions by MWT: Pharmacology (34), Community Crisis Response (30), Land for Healing (29), Culture As Foundation (23).

New Brunswick Regional Mental Wellness Team Gathering

While FPWC focuses much of its efforts on providing broad based professional development opportunities on a national scale it also understands that worker needs can vary between and across geographic regions. As such, the organization supports and collaborates with Mental Wellness Teams to deliver face-to-face opportunities when time and resources permit. For example, in 2022 First Peoples Wellness Circle collaborated with the three Mental Wellness Teams in New Brunswick; the Mawlugutineg MWT, the Wolastoqewi MWT and the Oeliangitasoltigo MWT, to host a three-day gathering. The event was attended by 31 team members who came together to share work experiences and participate in self care activities.

Self-Care: Resting Our Minds, Nourishing Our Bodies, Strengthening Our Spirit & Cherishing Our Emotions. Invitees had the chance to participate in self-care workshops, networking opportunities activities, capacity supporting presentations and traditional ceremonies

Self-Care Workshops: Medicine Pouch Making, Baby Moccasins Making, Beading, Quill Work, Energy Healing, Painting

Activities included: Ax Throwing, Cribbage Tournament, Shared Meals

Most Attended Training Sessions

Pharmacology	34
Community Crisis Response	30
Land for Healing	29
Culture as Foundation	23

166
MWT

174
Registered
Participants

8
IRS

17
Training
Sessions



Workforce Wellness Strategy

Findings from First Peoples Wellness Circle (FPWC)'s report Comprehensive Needs Assessment for Mental Wellness Teams (2019) indicated that there needs to be a strategy developed that focuses on supporting the wellbeing of Mental Wellness Service Providers that serve First Nation communities.

FPWC engaged with a consulting company to define a wellness strategy for the workforce recognizing that the pandemic impacts had a significant impact on wellbeing, recruitment and retention.

Consistent with the First Nations Mental Wellness Continuum Framework (FNMWCF) and the focus on Kinship, Elders, Clan and Community, the Workforce Wellness Strategy is grounded in the principles of collective responsibility and accountability and includes three focused wellness outcomes (Individual, Organizational and Environmental, and Systemic and Political) to prioritize service provider wellness.

The report and implementation plan will be released in 2023 that will identify some practical strategies for employers and FPWC to support the retention of the workforce.

The process was a nationwide engagement and included:

- Guidance by a working group comprised primarily of Mental Wellness Service Providers
- A comprehensive literature review of the most current publications around Mental Wellness from an Indigenous perspective
- A nationwide survey of Mental Wellness Service Providers that serve First Nation communities
- Nationwide focus groups to expand on the literature review and survey

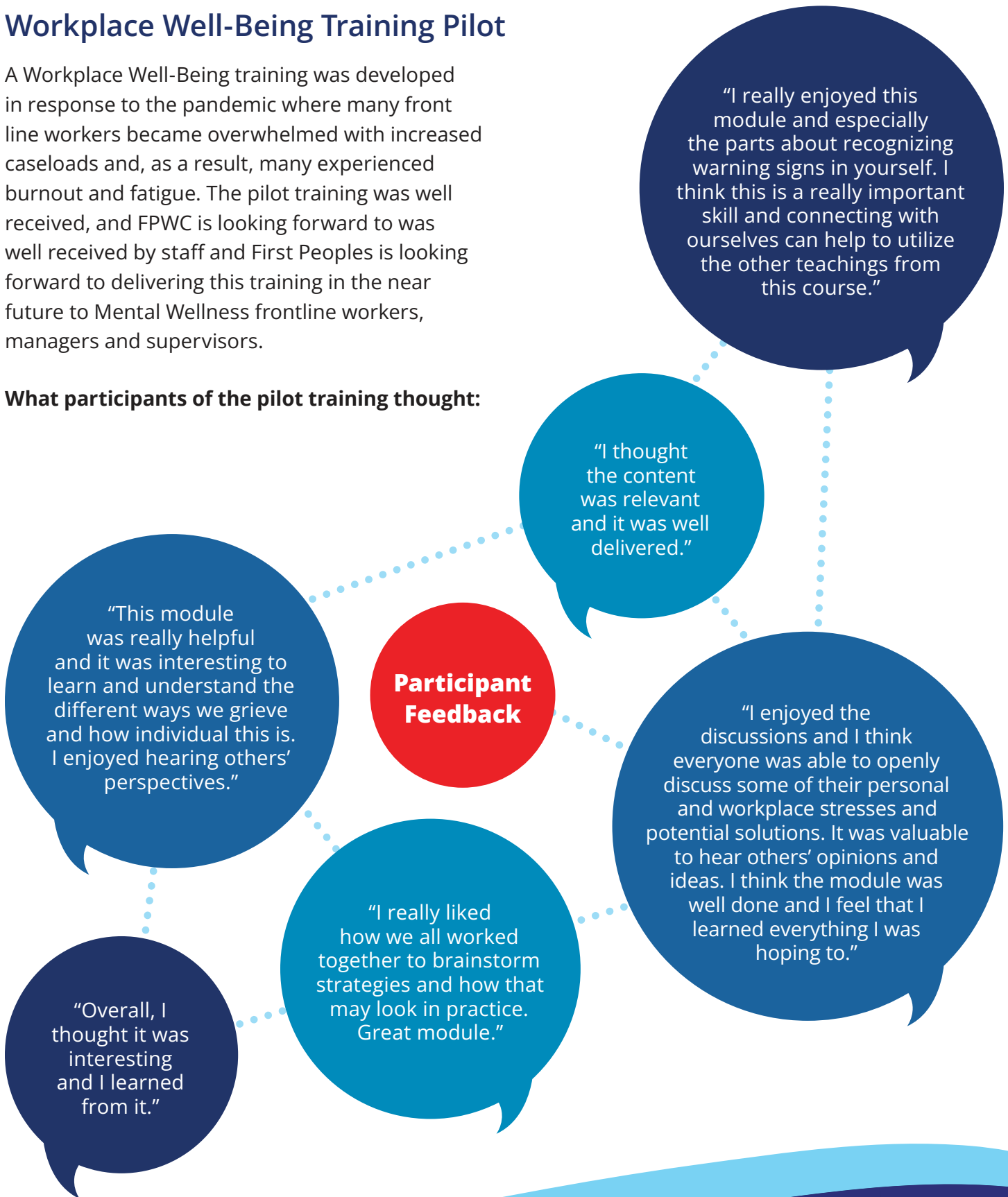
The Workforce Wellness Strategy aims to:

- Support the wellness of the workers who comprise the First Nations Mental Wellness Workforce (FNMWW), which includes Mental Wellness Teams, Crisis Support Teams, and other specialized wellness workforces (such as the Indian Residential School Resolution Health Support Program)
- Be reflective of those workers and the current realities they work in
- Contain strategies that can be implemented in meaningful ways
- The final draft is currently being reviewed, and once completed, it will be formatted and shared along with an implementation plan

Workplace Well-Being Training Pilot

A Workplace Well-Being training was developed in response to the pandemic where many front line workers became overwhelmed with increased caseloads and, as a result, many experienced burnout and fatigue. The pilot training was well received, and FPWC is looking forward to was well received by staff and First Peoples is looking forward to delivering this training in the near future to Mental Wellness frontline workers, managers and supervisors.

What participants of the pilot training thought:





Resource Hub

The FPWC Resource Hub will serve as a critical component to knowledge exchange and resource sharing amongst the First Nation Mental Wellness Workforce (Mental Wellness Teams, Crisis Response Teams, Indian Residential School (IRS) Resolution Health Support Program and other Indigenous Mental Wellness workforces. The Resource Hub is designed to be an easy-to-use, accessible platform where the Mental Wellness Workforce can access and share policies and resources, find training opportunities, articles and studies, and information and research about wise practices.

This past year, the online platform for the Resource Hub has been in development, which includes courses adapted from some of FPWC's published reports and tools, as well as a collection of culturally relevant resources. In 2023, the Resource Hub will be piloted and then launched to the network. The Resource Hub will support the capacity building of MW/CS Teams and be a leading source of information and resources about Indigenous mental wellness.

The Mental Wellness Workforce Peer Network

The Mental Wellness Workforce Peer Directory is a tool for the Mental Wellness Workforce to improve awareness, collaborations, and relationships amongst teams across Turtle Island. The goal is to gather and share information (with free, prior, and informed consent) about the Mental Wellness Workforce that includes the communities being served, mandate, contact information, areas of expertise, and more. The directory is currently under development and will be integrated into the Resource Hub.

Three briefing notes were developed to assist Indigenous and non-Indigenous partners, governments and leadership in using wise practices to support the First Nations workforce in the context of community crises. The briefing notes focus on the Indigenous Crisis Debriefing Model, strategies to care for the First Nations workforce before, during and after a crisis, and using the First Nations Mental Wellness Continuum Framework to enhance coordination of care.

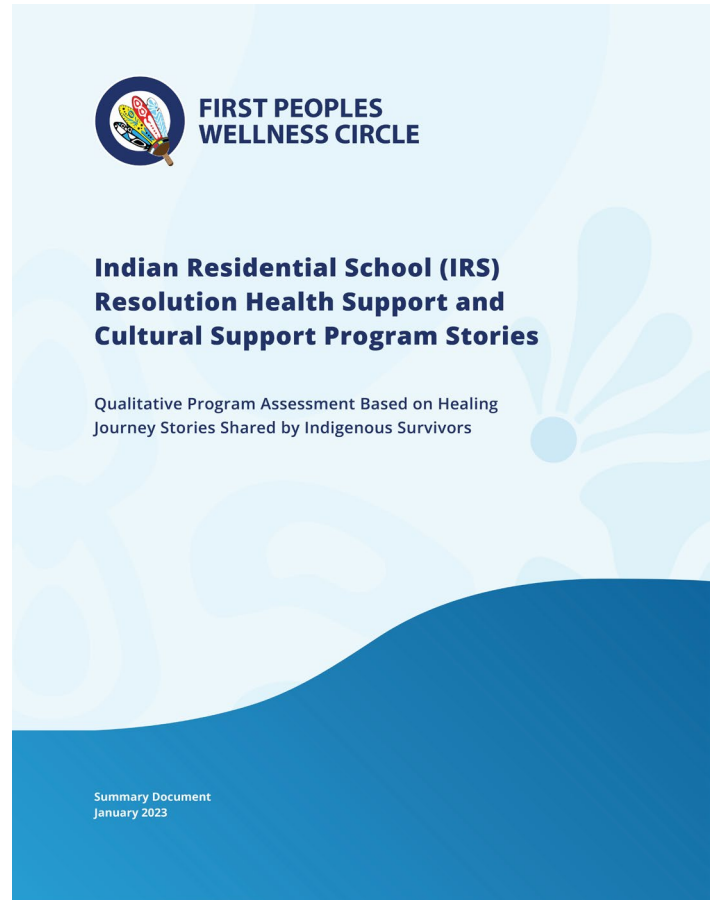
Indian Residential School Resolution Health Support Program (IRS RHSP)

Two documents were created for the dissemination of the IRS RHSP Qualitative Assessment – an Executive Summary and Summary Report. Translated versions of these documents were also completed. FPWC continues to disseminate these documents in print and electronic copies.

Following the completion of the IRS RHSP Qualitative Assessment, the Working Group called for a formative analysis to explore the current and projected needs of the RHSP.

Data collection for the IRS RHSP Formative Analysis began with the distribution of surveys to RHSP Contribution Agreement holders. Focus groups are being conducted with the RHSP frontline staff from coast to coast to coast; to date a total of five focus groups with 71 participants have been conducted to date. This trauma-specialist workforce has been called to support survivors and their families during the Papal visit and commemorative events, as well as supporting communities and leadership during the recovery of unmarked graves at former Indian Residential Schools. We continue to collect this information during a period of intense work and engagement for this workforce with the national gatherings hosted by the Special Interlocutor to gather information that will assist in crafting recommendations for a new federal framework to identify, preserve and protect unmarked graves, which created a delay in response to the call for survey and focus group participation. Completion of this project is expected in the fall of 2023.

To view the IRS RHSP Qualitative Assessment Summary Report, click the link below:



<https://fpwc.ca/projects/indian-residential-school-irs-resolution-health-support-and-cultural-support-program-stories>

Indigenous Crisis Debriefing Model (ICDM)

With the exceptional stressors associated with the COVID-19 crisis, and the unmarked graves at former Indian Residential School sites, communities were met with intense grief and loss. Frontline mental health workers and natural helpers received an overwhelming increase in calls for support.

The current level of support for the many different helpers and responders in communities is seen as insufficient. There is a need for culturally-based support services that can assist staff in navigating new challenges or crises, and that understand the complex and multi-layered lived experiences of stress or trauma that workers have themselves experienced as part of current or past events.

FPWC invited a group of Indigenous leaders in culturally based mental wellness services to participate in an Advisory Committee to guide and support the development of an Indigenous Crisis Debriefing Model. The model will incorporate the importance of being grounded in place and the land and must be built on cultural strengths and an understanding of spiritual wellness.



As directed by the Advisory Committee, focus groups are being held with Elders, Knowledge Keepers, and language speakers from coast to coast to coast. This approach invites Elders and Knowledge Keepers to share their knowledge and allows us to learn about traditional methods of caring for the community in times of need. The knowledge shared in the focus groups will support the development of a strengths-based model to support worker wellness.

FPWC continues to collect input from the Elder focus groups and the Advisory Committee to support the development of the ICDM, which is expected to be completed in the fall of 2023.

The people for whom we are designing the ICDM model includes:

1. Indigenous people, specifically First Nations and Métis people
2. Frontline providers and leadership, who respond to crises and come with multiple roles in their communities
3. Natural helpers and other supportive community members, such as knowledge keepers and Elders
4. Volunteers who often include cultural support workers/elders

Indigenous Student Wellness Toolkits

FPWC began the development of school-based resources related to Indigenous student mental wellness for Ontario school boards. These resources will provide school administrators, teachers and support staff with tools, strategies and resources to attend to school conditions and improve school personnel's knowledge and capacity to support Indigenous students. An additional resource was also created for Indigenous parents and caregivers to enhance their knowledge and skills to advocate and support their children in the educational system.

The launch of these resources is anticipated for 2024.

An Indigenous Student Resource Review Committee, made up of Indigenous student supports within Ontario schools, was created to inform resource development. Feedback received from the review committee was incorporated throughout the draft writing process. Current drafts are in the final stages of review.

Indian Residential School Resolution Health Support Program — Workforce Wellness

FPWC has been successful in receiving funding for the Indian Residential School Resolution Health Support Program (IRS RHSP) Workforce Wellness Project. Early phases of project preparation began in this fiscal year, with the majority of the work being completed in the next fiscal cycle. This project will focus on Workforce Wellness and creating space for IRS RHSP Workers to gather for training and capacity building on models of care when working with survivors and families of colonial traumas. This project will integrate training and virtual learning opportunities, including: theory, best practices, peer mentorship, traditional knowledge sharing and skill building to support the IRS workforce that will highlight cultural practices in healing-centered care.

- Theory and skill building
- Best practices
- Peer mentorship
- Traditional knowledge sharing

Addressing Racism and Discrimination in Canada's Health Systems: Anti-Indigenous Racism and Cultural Safety (AIR) Project

FPWC has been successful in receiving funding from Health Canada to develop a project which will work to address racism and discrimination in Canada's Health System. This project will consist of a partnership between FPWC and two Mental Wellness Teams (MWT) of New Brunswick (Mawlugutineg and Wolastoqewi) to co-lead and co-develop a cultural safety initiative targeted at the mental health system in 2023-2024.

Early preparation work for the project included the finalization of the budget, workplan and the establishment of a Working Group comprised of mental health experts directly involved in Indigenous mental health and wellness. This project will consist of the early stages of co-designing culturally safe tools and resources targeted at the culture of the institutions, its leaders and mental health professionals.

Evaluation data collected throughout this project will inform the creation of a helping bundle for participating First Nations that can be used to define the steps to cultural safety and to measure cultural competency of organizations and practitioners.



COMMUNICATIONS ANALYTICS

FPWC Website

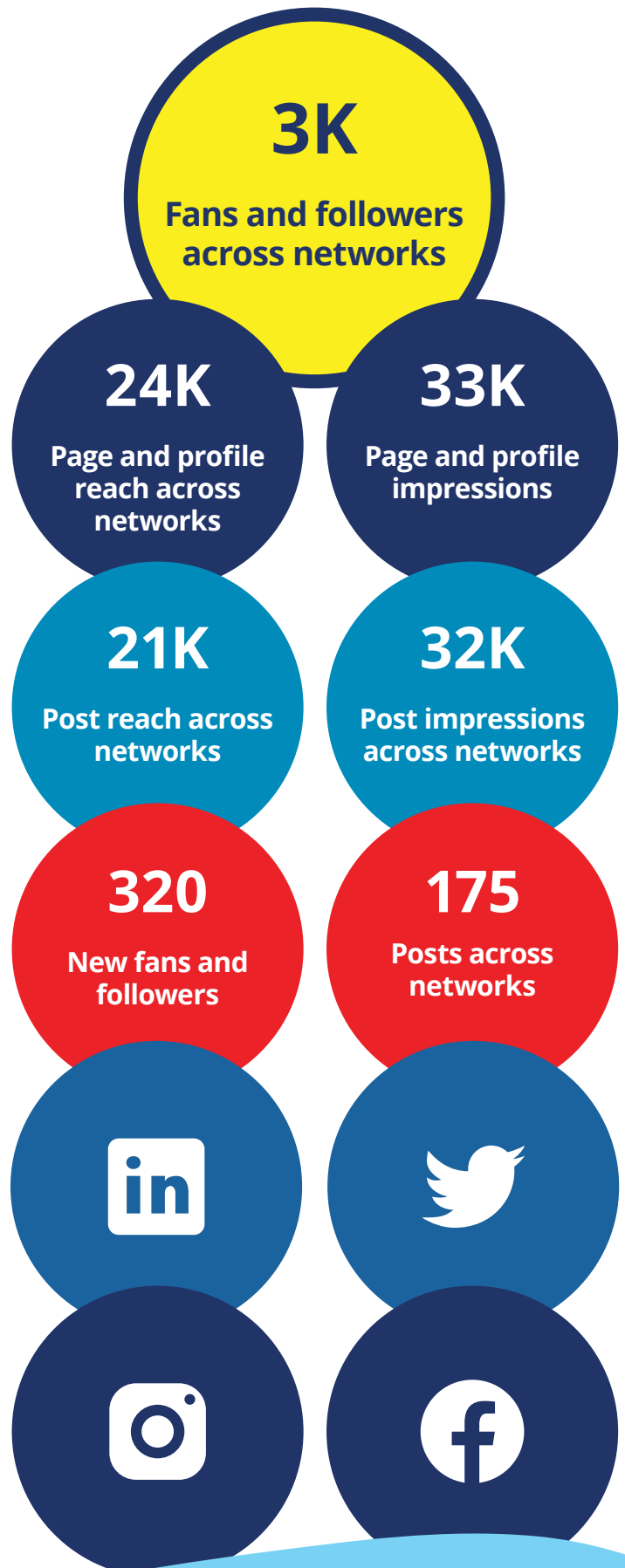
In August 2022, FPWC launched a new website developed collaboratively with Design de Plume. This new website is an essential step in enhancing FPWC's online presence and will serve as a hub for our resources, initiatives, projects and training offerings. The website will also feature our latest news and upcoming events. Our online presence enables us to connect with our community and stakeholders more effectively.

The FPWC website will not only be a source of information, it will be a platform for engagement, collaboration, and shared learning. It will serve as a landing point for individuals and organizations seeking to learn more about the work of FPWC and Indigenous wellness. FPWC also offers membership to any individual who is committed to our goal of improving the lives of Canada's First Peoples by addressing healing, wellness and other mental health challenges with a focus on Indigenous knowledge and worldviews.

To visit the FPWC website and learn more about our work, visit: www.fpwc.ca

Social Media Channels

- **Facebook**
www.facebook.com/firstpeopleswellnesscircle
- **Twitter**
[@FPWellnessC](https://twitter.com/FPWellnessC)
- **LinkedIn**
www.linkedin.com/company/fpwc
- **Instagram**
[@firstpeopleswellnesscircle](https://www.instagram.com/firstpeopleswellnesscircle)



PARTNERSHIPS, ADVOCACY, SUPPORT AND CAPACITY BUILDING

FPWC seeks to build and expand relationships with Indigenous groups, scholars, organizations, and governing bodies to support wellness, healing, and peace-making using Indigenous knowledge. FPWC works with sister organizations on projects and strategies in addition to those that are aimed at advancing the Framework. For example, FPWC serves as a key member and **co-chair of AFN's Mental Wellness Committee**. This participation provides FPWC with a vehicle to advance its own policy and advocacy work while supporting the essential work that is being undertaken by the AFN and regional partners.

FPWC also partnered with sister organizations First Nations Health Managers Association (FNHMA) and Thunderbird Partnership Foundation to collectively create the [Rise Above Racism](#) campaign that aims to eliminate anti-Indigenous racism in Canada's Health Care System by raising awareness and promoting critical allyship among non-Indigenous individuals and organizations. FPWC was also privileged to have had Dr. Brenda Restoule present at AFN's Winter Assembly and at FNHA's annual conference, where FPWC also sponsored the gala dinner.

Perhaps the closest of FPWC Sister Organizations is Thunderbird Partnership Foundation. They have provided guidance and support during times of growth and continue to support FPWC in all of its work. This relationship exemplifies the principle of reciprocity which is apparent in the key initiatives that we have partnered with or have supported in the last year. Along with collaborative work-related to the Rise Above Racism campaign, co-leading implementation of the Framework and delivered training, FPWC supported the planning of and served as co-host for two events in 2023.

About the RAR Campaign

The Rise Above Racism (RAR) Campaign brings to the forefront the issue of anti-Indigenous racism within the Canadian Healthcare system and the startling fact that 78% of Indigenous people have experienced racism in healthcare must be addressed. We are calling on allies across Canada to help make it right.



The **Community Safety Planning and Mental Wellness Summit** held in Toronto February 28 - March 2, 2023, focused on learning about the connection between mental wellness and community safety planning to support ongoing program development for Public Safety Canada. Over 100 frontline workers on community safety planning attended the event and identified critical factors such as culture to promote community safety in First Nation communities.

The **First Nations Substance Use Summit** was held in Toronto March 28-30, 2023. Over 100 participants joined in person or virtually to learn about innovative practices to address substance misuse and define core competencies in addressing substance use.

FPWC and TPF also worked together to support a delegation of youth (pictured below) who attended and presented at the **International Initiative for Mental Health Leadership (IIMHL)** that took place in Washington from October 26-27, 2022. These youth were integral throughout the gathering where they performed MC duties, participated in panel presentations and led a workshop that defined competencies for youth in Indigenous mental wellness leadership. It is anticipated that this presentation will assist with revising the [*Wharerātā Declaration*](#) to include youth considerations.



FPWC values and respects the perspectives and lived and living experiences of **First Nations youth** and understand that they must be fully and meaningfully engaged in the organization's efforts to support communities to achieve and sustain positive mental wellness for individuals, communities, and Nations. In the last year FPWC has increased its efforts to ensure that such engagement takes place.

Among the recommendations that emerged for the hackathon was the need to enhance communication about the Framework through technological innovations and the recognition of "the importance of, and the needed continued work towards the inclusion of 2SLGBTQQIA+ people, their lived experiences, as well as broader intersectionality in the work that we do."

For example, FPWC has supported the inclusion of First Nations youth, through engagement with We Matter in the ongoing development of Orientation training materials related to the Framework which has led to the development of a youth-specific case study that will be included in the training tool.

FPWC also sponsored and supported an Indigenous youth policy hackathon that was hosted by the Canadian Roots Exchange. Among the recommendations that emerged for the hackathon was the need to enhance communication about the Framework through technological innovations and the recognition of "the importance of, and the needed continued work towards the inclusion of 2SLGBTQQIA+ people, their lived experiences, as well as broader intersectionality in the work that we do." This important work has prepared FPWC to take some important next steps in its efforts to engage First Nations youth. These steps include working with Thunderbird Partnership Foundation to **establish a youth council**. FPWC will also seek to identify a youth thought leader who will work alongside fellow thought leaders to guide FPWC as it continues to grow and flourish.



Dr. Brenda Restoule, PhD
CEO, First Peoples Wellness Circle

While the majority of FPWC's relationships are national in scope, the organization does work closely with Mental Wellness Teams, along with committed organizations and individuals at the regional and local levels. For example, the organization worked with Mental Wellness Teams in New Brunswick along with two registered Psychologists to facilitate a one-day cultural awareness event in September 2022 that was aimed at supporting Psychologists to develop an understanding of the important role that the delivery of culturally competent and safe services to First Nations plays in overall community wellbeing.

This relationship continues to grow as FPWC secured funding from Health Canada to build upon this work which will include the development and piloting of regionalized curriculum that will foster mentorship and support mental wellness professionals to understand and engage in critical allyship with a goal of potentially scaling the project to other regions across Canada.

FPWC also works to build relationships with non-Indigenous organizations that are grounded in reciprocity and advance First Nations mental wellness in a way that creates equity. In addition to funding organizations including government agencies such as Health Canada, Indigenous Services Canada, and Public Health Agency of Canada, FPWC has been working to strengthen its relationships with organizations such as Healthcare Excellence Canada and School Mental Health Ontario (SMHO). In our work with SMHO, Dr. Brenda Restoule acted in a co-chair role to review and provide recommendations on creating a culturally adapted social-emotional learning curriculum that culminated in a report that was submitted to the Ontario Ministry of Education.

COVID-19 Public Health Working Group on Isolated and Remote Communities

FPWC is a co-chair for the Task Group on Mental Wellness (Task Group), part of the COVID-19 Public Health Working Group on Remote and Isolated Communities. The Task Group was assembled in 2020 to better understand and address the impacts of COVID-19 on First Nations, Inuit, and Métis peoples' mental wellness across Canada, focusing on remote and isolated communities. Through extensive community engagement as well as engagement with various government partners, the Task Group has developed four reports focusing on the following key areas:

- Substance Use Treatment and Land-based Healing;
- Life Promotion and Suicide Prevention
- Workforce Wellness
- Family Violence Prevention

Each report provides community-led wise practices and recommendations on how to support mental wellness and enhance workforce and service equity for rural and isolated communities. Once finalized, the reports will be housed on the National Collaborating Centre for Indigenous Health's website. This work is set to continue and will include developing a summary document of all four reports and ways to monitor and provide guidance on implementing the recommendations.



RESEARCH PARTNERSHIPS

FPWC continues to engage in research partnerships that work to advance mental wellness outcomes for First Nations people and communities across Canada. Throughout 2022/2023, FPWC worked on numerous research projects and also hired a Principal Researcher to focus on partnership development and the strategic direction of research at FPWC. Throughout the fiscal year, the Principal Researcher developed a long-term Research Roadmap that provides guidance on how FPWC can enhance its research capacity to help achieve its Strategic Plan.

FPWC is currently working on a Realist Review in collaboration with research partners at the University of Western Ontario (Dr. Victoria Smye), Thunderbird Partnership Foundation, and FNHMA. The aim of this review will be to collect data from literature and legislative reviews to gather evidence-based recommendations for building and ensuring equity for the First Nations mental wellness workforce in Canada. This includes recommendations for programs, funding, and policies.

FPWC also partners with the Network Environments for Indigenous Health Research (NEIHR) Program. The NEIHR Program is a national network of nine centres located throughout the country, and works to provide opportunities and support for community-based health research led by Indigenous people and grounded in Indigenous worldviews and values. FPWC works within two networks, the Ontario NEIHR, led by Dr. Suzanne Stewart and the Saskatchewan NEIHR led by Dr. Bobby Henry. Within the Ontario NEIHR, FPWC is working with research partners from the “Healing from Trauma and Reducing Addictions” group. Some of the ongoing work of this group includes “Conversations with Indigenous Psychologists:

Navigating Trauma on the Front Lines of Care in Communities”. This work follows OCAP principles, as well as other Indigenous research ethics, to conduct podcast sessions with Indigenous psychologists to identify challenges and successes they encounter working in Indigenous communities. This group is also working towards the creation of a manual to address Indigenous health and wellbeing through the guidance of community members in British Columbia, Saskatchewan and Ontario.

Other work in the Ontario NEIHR focused on strategies to address suicide prevention, build life promotion activities and respond to crisis for First Nation workforce. FPWC continues to partner with University of Toronto (Dr. Jeffrey Ansloos and his lab) and the Centre for Addictions and Mental Health (Dr. Rene Linklater and Shkaabe Makwa) to collect further evidence on innovative community practices related to complex crisis response including loss from premature unnatural death.

FPWC continues to act as a community partner with the Anishinabek Nation and McMaster University on the development of a First Nation dementia assessment tool. This work, led by Dr. Jennifer Walker, seeks to pilot the tool for reliability and validity and support uptake by the First Nation workforce. FPWC’s role includes supporting learning about dementia and offering subject matter expertise on mental wellness as it relates to dementia. Continued research on the Aaniish Naa Gegii: the Children’s Health and Well-being Measure (ACHWM) to determine it as an early intervention tool with Dr. Nancy Young (CHEO) is also another research project that FPWC supports as a community partner.

WORKING GROUPS AND COMMITTEES

Working Groups

- Co-chair of the First Nations Mental Wellness Continuum Framework (Framework) Implementation Team and Secretariat
- Member co-chair of the Assembly of First Nations Mental Wellness Committee
- Co-chair of the Mental Wellness Task Group for the COVID-19 Public Health Working Group on Isolated and Remote Communities
- Member of the Framework Orientation Working Group
- Member of the First Nations Mental Wellness Data Working Group and planning subcommittee
- Member of Indigenous Services Canada Mental Wellness Evaluation Working Group
- Member of the KDE Hub Resource Collaborative on Mental Health Promotion
- Member of the Canadian Network of School Mental Health Leadership group
- Steering Committee Member of the Mental Health Inequities report (led by Public Health Agency of Canada)
- Member of the Mental Health and Substance Use Standards Collaborative and co-chair of Integrated Youth Services Working Group (led by Standards Council of Canada)
- Member of Provincial Indigenous Clinical Advisory Table - Depression and Anxiety Related Disorders (led by Ontario's Mental Health and Addictions Centre of Excellence)
- Co-chair of Culturally Adapted Social Emotional Learning Advisory Table
- Member of Thunderbird Partnership Foundation's Life Promotion Working Group
- Co-chair Indigenous School Mental Health Advisory Circle
- Member of Canadian Academy of Health Sciences Indigenous Health Human Resource subcommittee
- Member of 988 Advisory Committee

Total Working Groups: 16



CONFERENCES AND PRESENTATIONS 2022-2023

- Youth Policy Hackathon on the First Nations Mental Wellness Continuum Framework: Overview of the First Nations Mental Wellness Continuum Framework
- National Summit on Indigenous Mental Wellness: Plenary Panel on Workforce Wellness; Concurrent session on The First Nations Mental Wellness Continuum Framework; Poster session on Northern Public Health Working Group on Indigenous Mental Wellness
- First Nations Health Managers Association National Conference: Keynote speaker on strategies and recommendations for supporting Workforce Wellness
- First Nations Substance Use Summit: Opening Address
- Assembly of First Nations Special Chiefs Assembly: Life Promotion & Suicide Prevention
- COVID-19 Public Health Working Group on Isolated and Remote Communities: Workforce Wellness and Family Violence Prevention
- Health Science North: Cultural Safety presentation to Board of Directors (x2)
- Government of Canada: Belonging - A Relational Experience of Wellbeing (with Dr. William Mussell)
- United Nations Committee on the Rights of the Child: Key Reflections
- Expert Witness at the Devon Freeman Inquest
- New Brunswick Psychologists: Cultural Safety and Supporting Indigenous Wellbeing
- School Mental Health: Indigenous Network Circle - Overview of FPWC services
- FPWC FCLS series: Western Doorway Healing Journey Part 1 & 2
- Toronto School Board: Indigenous Education from Theory to Change
- New Brunswick MWT Gathering: Beyond Yoga and Meditation, Wellbeing in the Workforce
- AFN Education Forum: Student wellness for First Nation children and youth
- Kinoomaadziwin Education Body: Building Hope Through the Lessons of Our Ancestors
- [Guest Host: Mino Biimadzawi Thunderbird Podcast on Healing from Trauma](#)
- Saskatchewan Health Partners meeting: MWTF Life Promotion and Suicide Prevention report
- Council of Yukon First Nations keynote on Culture to Address Indigenous Trauma
- Ontario Police Recruitment Officer: Indigenous wellbeing
- Quebec Health and Social Service Commission: Overview of FPWC program and services
- Anishinabek Nation: Coping During the Holidays
- Federation of Sovereign Indigenous Nations Community Wellness Conference
- AFN Chiefs Committee on Health: MWTF Life Promotion and Suicide Prevention report
- Southern Chief's Organization Crisis Response Team gathering: Wellbeing in the Workforce
- Atlantic Policy Congress Keynote: The Land is a Source of Life and Healing
- Public Health Working Group and ISC Senior Management Committee presentations on MWTF reports Worker wellness and Family Violence
- Interview with Xero Accounting Software

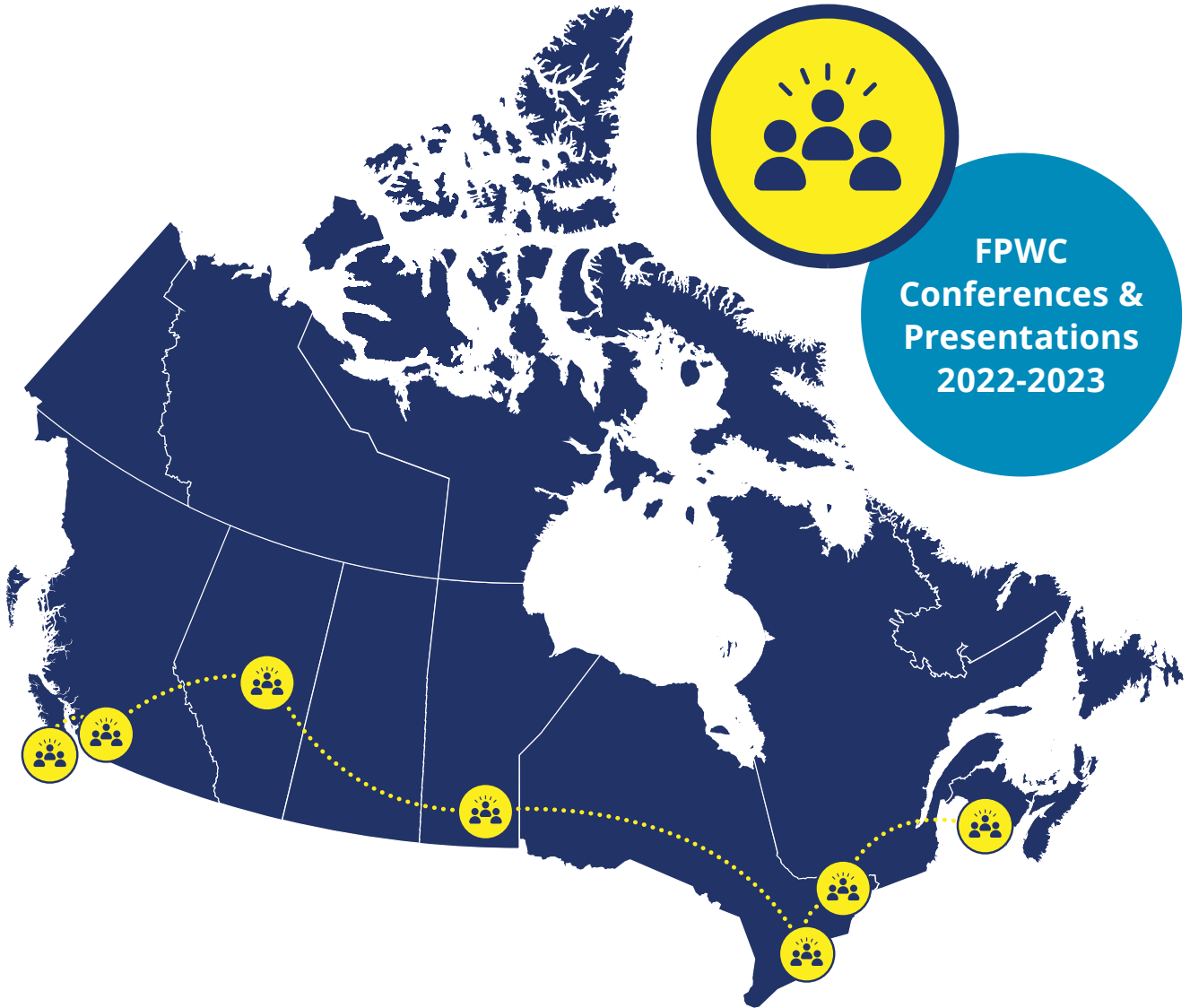


Events and Meetings

- United Nations Committee on the Rights of the Child
- National Dialogue on Data to Address Anti-Indigenous Racism in Canada's Health Systems
- Ontario Network Environments for Indigenous Health Research (NEIHR) Annual Symposium
- International Initiative for Mental Health Leadership Exchange



**FPWC
Conferences &
Presentations
2022-2023**



First Nations Health Managers Association National Conference

Victoria, BC

National Gathering for Unmarked Burials

Vancouver, BC

Northwest Territories/Nunavut (NT/NU) Council of Friendship Centres

Edmonton, AB

Southern Chiefs' Organization Mobile Crisis Response Team Wellness Gathering

Winnipeg, MB

First Nations Mental Wellness and Community Safety Planning

Toronto, ON

Chiefs of Ontario 17th Annual Health Forum

Toronto, ON

National Gathering for Unmarked Burials

Toronto, ON

First Nations Substance Use Summit

Mississauga, ON

Assembly of First Nations Mental Wellness Committee Meeting

Ottawa, ON

New Brunswick Mental Wellness Team's Regional Gathering

Fredericton, NB

Federation of Sovereign Indigenous Nations Community Wellness Conference:
Empowering Communities for a Healthier Tomorrow

Virtual

LOOKING FORWARD: WORKING TO CREATE SYSTEMS CHANGE

In the upcoming year, FPWC will be focused on finalizing a number of its projects and resources. As part of our ongoing relationship with Thunderbird we will create a joint youth advisory council that will be tasked with providing guidance and advice to ensure youth voice is centered and grounded in the work of our organizations. We will also invest more human resources into the implementation of the Framework and look forward to building regional capacity that can be supported at a national level. Finally, together we will explore the creation of a National Mental Wellness Association that will define competencies and standards of care. Over the course of the year we will seek guidance and input into the cornerstones for the development of the Association and we anticipate the competencies and standards of care will provide a roadmap around training and skills development that will create a foundation for care in First Nation mental wellness.

We're excited by the release of the [Rise Above Racism](#) campaign to address anti-Indigenous racism in the Canadian healthcare system with our sister organizations, FNHMA and Thunderbird Partnership Foundation. We are geared to have discussions on how to address racism in the mental health system and what is required to build allies throughout Canada.

Our work with the mental wellness and trauma specialist workforces will continue as we introduce new tools and resources, build capacity and lift the innovation and exceptional work they do in their respective territories to improve the wellbeing of all nations. Finally, we will build our research agenda to build equity and advance evidence in Indigenous mental wellness.

Throughout the year we will be guided by our new 5-year Strategic Plan to advance our work and support discussions about renewed funding, to advance implementation of the Framework, promote systems change and build capacity and equity in the mental wellness workforce. FPWC is poised for a year of change and new adventures with the support of our partners and stakeholders.

“A reminder that systems change takes time, but change is a promised state”

— Grandmother Moon Teaching



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