

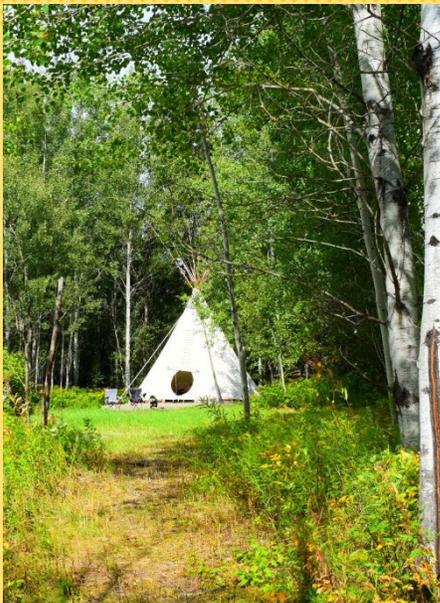


*Mino  
Obigiwasin*

Services Enfance & Famille Anicinape  
Anicinape Child & Family Services

# ANNUAL REPORT 2021-2022

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# 1. VISION, MISSION & VALUES

## OUR VISION

Ensure a stable, safe, happy and culturally rooted living environment for all ANICINAPE children and families.

## NOTRE MISSION

Offer ANICINAPE quality services to ensure the integrity and identity of ANICINAPE children.

## OUR VALUES

Respect  
Commitment  
Trust  
Communication

# 2. WORD FROM THE PRESIDENT

Kwe, Kwe Anicinabek, Anicinabekwek,



On behalf of the MINO OBIWASIN Board of Directors, I am pleased to present the 2021-2022 Annual Report.

MINO OBIWASIN's activities continue to be guided by the strategic orientations established in 2019. We have met more than 33 times since the creation of MINO OBIWASIN. Several administrative decisions and reflections with the executive direction have been addressed to build the structure according to our image and values.

The year 2021-2022 was for Mino Obigiwasin a year of considerable expansion in its development of the child and family service offering in youth protection.

Mino Obigiwasin will continue to focus on collaborating with services in Anicinape communities that share the same vision for healing and self-governance for the Anicinape people in effective and efficient ways to provide services and support to community members.



The majority of our Board members are senior leaders of the member communities. Their experience in management and service to the people of the four communities has contributed to the effective development of MINO OBIGIWASIN. They are tremendous assets to this project and to the Board of Directors.

I want to thank my fellow board members for their continued commitment to child and family services. I am proud to work alongside these 8 individuals, whose experience, expertise and Anicinape knowledge make a significant contribution to the development of this project. The Board members and I thank the Executive Director, Ms. Peggie Jerome for staying on the path towards the vision of our organization and for her leadership in moving this project forward, as well as the staff members whose skills and dedication are the backbone of our organization.

Kitci Mig8etc!

Malik Kistabish  
President

### 3. WORD FROM THE EXECUTIVE DIRECTOR

Kwe, Kwe Anicinabek, Anicinabekwek,

We are pleased to present the 2021-2022 Annual Report.

First and foremost, we would like to extend our sincere thanks to all those who have contributed to the development and realization of this takeover and to all those who ensure the delivery of services to children and their families in the 4 founding communities.

We would also like to congratulate all the families, parents and children who have managed to close their case in youth protection and we encourage you to continue your steps towards a healthy, happy family life rooted in the Anicinape culture. However, rest assured that our teams are doing everything possible to ensure that your children are well and rooted in the Anicinape culture.

From 2018 to 2021-2022, a lot of work has been done, such as the action plans approved by the Band Councils, the Management Committee and the Board of Directors of MINO OBIGIWASIN.



*MINO OBIGIWASIN and the Director of Youth Protection (DYP) of the CISSSAT have implemented the transfer and takeover of the management of child and family services in terms of youth protection in the 4 Anicinape communities, following the signing of a bipartite agreement for :*

- *the evaluations, the orientations of the reports or the reviews of the youth protection files for Lac Simon and Kitcisakik (art. 32 YPA) b)*
- *the management of judicial follow-up cases for Lac Simon and Kitcisakik, a)*
- *the management of the cases in application of voluntary and ordered measures for the 4 communities (s.33 YPA),*
- *and the management of special services for the 4 communities.*

*a) For Pikogan and Long Point (Winneway), evaluations, orientations and judicial follow-ups of youth protection cases are directed by the CISSSAT due to difficulties in recruiting qualified labour.*

*b) The reviews of YP cases are still under the authority of the DYP, CISSSAT, as well as the reception and processing of reports (RTS).*

*The takeover of youth protection cases for non-community members will possibly be done by the end of the year 2022-2023.*

The 2021-2022 fiscal year has been the most concrete year in this takeover. Certainly, there is still much to do, to understand and to develop in order to decolonize the approach and application of the Youth Protection Act of the province in our communities and to offer it according to the manner and vision of the Anicinape. MINO OBIGIWASIN is committed to doing so, and this is our mandate in this care and this is the ANICINABE INAKONIGEWIN<sup>1</sup> project.

Moreover, several work tools and appropriate ways of doing things by the Anicinape have been designed, perfected and used for and by our clinical teams, including the Wawiya<sup>2</sup> approach, to work with Anicinape intervenors in each community and the Information Officer department.

The work of drafting the ANICINABE INAKONIGEWIN (*Anicinape Act*) has been ongoing since the fall of 2021, with the hiring of a C-92 coordinator, and this work will continue over the next 3 years. Later in this document you will see the ANICINABE INAKONIGEWIN 2021-2022 report.

In 2020-2021, we mentioned that we wanted to develop new infrastructures. We were not able to realize these projects due to the COVID-19 pandemic. On the other hand, we will start steps in 2022-2023 and 2023-2024 to build new facilities and the objectives of the Board of Directors are to build new offices, such as:

- Offices for the points of service,
- A regional office,

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<sup>1</sup> Affirm the rights and jurisdictions of Aboriginal peoples in child and family services for the benefit of the child, cultural continuity and substantive equality in child and family matters (Chapter 24, CA, 2019).

<sup>2</sup> The Wawiya is a **group** of immediate and extended family members, friends, relatives and any other person significant to the **child** and **family** going through a **difficult period**. In addition, depending on the reason for the gathering, professionals may be invited to **promote the services** available. This practice respects the Anicinape rhythm and culture in order to promote **healing**.

- A group home
- And a transition house (15 to 17 years old).

Briefly, the report statistics show that there is a 17% increase in reports compared to the 2019-2020 period. However, the number of retained reports has decreased by 3%.

Furthermore, I would like to draw your attention again this year, to the proportion of Anicinape workforce in Mino Obigiwasin. Last year we had only 15% Anicinape and this year (2021-2022) at 30%.

In closing, I would like to remind you that the United Nations Declaration on the Rights of Indigenous Peoples Act recognizes and requires us to implement our inherent right to self-determination and self-government as Indigenous people. And to do this we must support and encourage each other and our families, parents, children and youth to develop positively, to pursue a personal journey of mino madjizwin and/or schooling to truly begin the healing process of our People.

**Let us take care of ourselves for our families, our elders, our men, our women and our children, we are the future, we are future ancestors!**

KITCI MIGWETC!

AGWA MADIZEK SA!

Niin, Peggie Jérôme, Mawasekwe Mino Obigiwasin



## 4. MANAGEMENT'S REPORT

### 4.1 Finances & Accounting – Word from the financial director

It is with pride that I joined the MINO OBIGIWASIN team in the Finance and Accounting Department as the Director of Finance, since October 2021. In 2020-2021, we continued the implementation and development work of the Finance and Accounting Department, which had already been initiated since its inception. We also refined some purchasing policies, the transportation policy, and a process for monitoring the expenses of the Child and Family Services program of the Family-Type Resources.

We have focused on rigor and efficiency to optimize our control practices to ensure that expenditures meet the eligibility criteria of our primary funder, Aboriginal Services Canada.



In 2021-2022, our Finance and Accounting team has increased its staffing to three (3) additional positions. We are now at five (5) employees in our area to ensure that we are able to respond to supply and demand. In our team, we have a computer technician. His mission is to ensure the security of MINO OBIGIWASIN's clinical and administrative information management and to provide technical assistance in the various areas of IT, communication and logistics to all MINO OBIGIWASIN staff. This decision has allowed us to save about ten thousand dollars per year.

Our sector is also responsible for the management of vehicle fleets. We have rented twelve (12) vehicles since the beginning of this takeover in order to meet the transportation needs of the staff and users in youth protection.

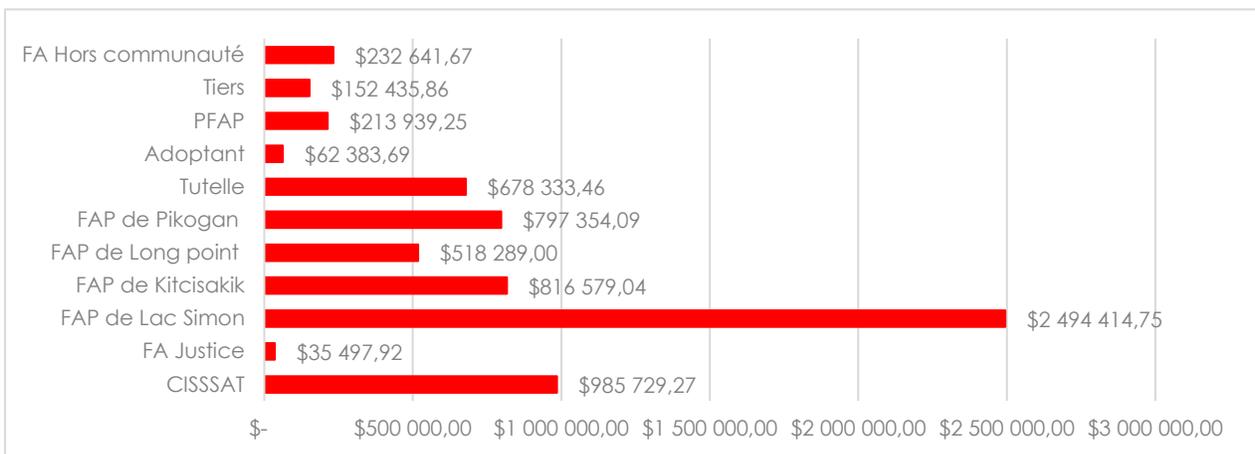
For infrastructure, we have initiated steps to address the workspace issue at the Long Point, Winneway point of service.

For the 2021-2022 fiscal year, the expenses in operations and payments for the placements of children under youth protection cost more than 13.8 million dollars. Below you will find two graphs showing the breakdown of expenses: \$5,764,626 in operating expenses for regional services (graph 1) and \$8,014,104 in expenses for the placement of children in care (graph 2).

### Graph 1 – Operation Expenses

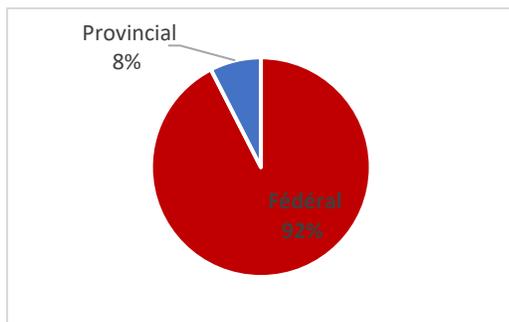


### Graph 2 – Expenditures on Child in Youth Protection Placements



The total funding received is \$13,778,630 in 2021-2022. You will see graph 3 of the revenue source.

### Graph 3 – Pourcentage de la provenance des revenus



Mino Obigiwasin is in good financial health. It ended the year with no deficit or excess. The audited financial report for 2021-2022 is attached to this report.

## 4.2 Human Resources (HR) - Word from the Human Resources Counselor

Kwe, Hi,



Since I joined Mino-Obigiwasin in August 2021 as Human Resources Counselor, we have made several improvements within the department in order to strengthen the feeling of belonging of our employees, to ensure continuity and quality of internal services and to provide more support to managers and employees on a daily basis. The structure put in place within the department allows us to be more efficient and several management tools have been developed to ensure that Mino Obigiwasin respects the laws, standards and labour regulations in effect as well as its values (respect, commitment, trust and communication) and policies.

Obviously, a lot of work has been done to improve our recruitment, onboarding and integration processes for new employees, as recruitment is one of our biggest challenges within the department. In addition, with the approval of our Board of Directors, we have adjusted several salary ranges to make positions more attractive, fair and competitive. Furthermore, we have increased all our salary scales by 4% and granted a Covid Bonus to all employees who worked at Mino Obigiwasin from April 2021 to March 2022, which has allowed us to become more competitive in the job market.

With the communications officer, we have greatly improved the quality of our publication visuals as well as our communications, which has allowed us to have a better visibility on social media and with the population.

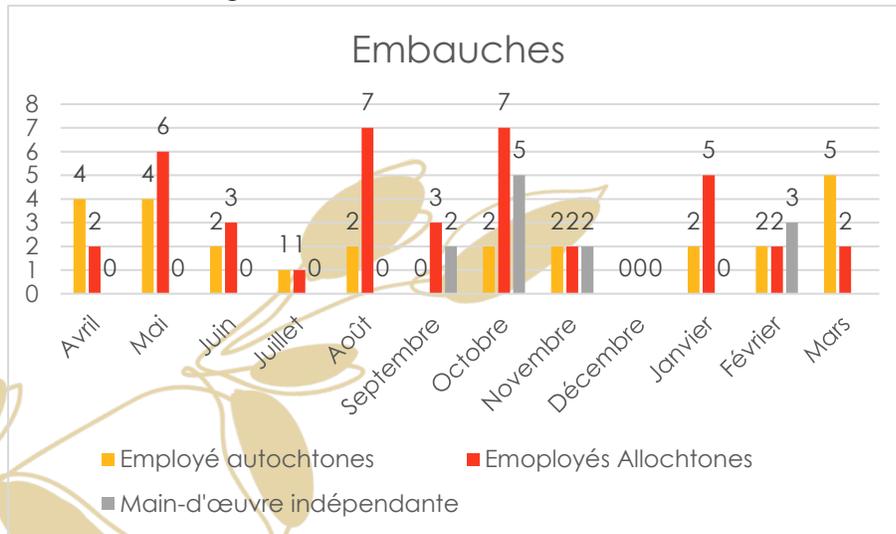
Finally, it is a pleasure to participate and to see the evolution of the beautiful project of taking charge of Mino Obigiwasin and to allow it to have a place of choice on the job market.

Megwetch to all for the trust and good success to Mino Obigiwasin  
Sheilla Poulin

#### 4.2.1. Hiring Summary

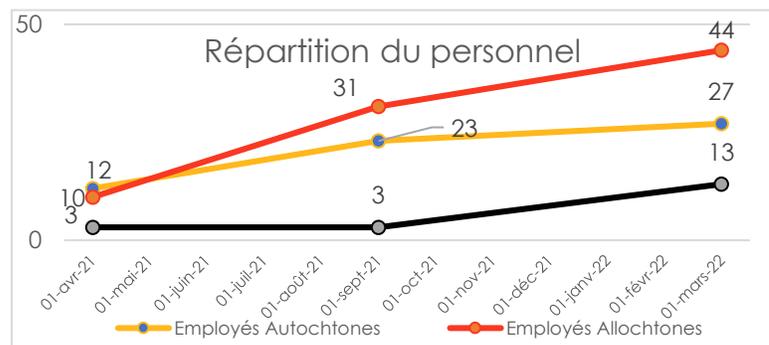
Since April 2021 Mino Obigiwasin's Human Resources Department has maintained its recruitment activities throughout the year, a total of **78 people** have been hired, bringing the total number of employees to **84 people**. Of course, our organization is not immune to departures as **22 people** chose to leave for other horizons. This brings Mino Obigiwasin's employee retention rate to **81.56%**; bringing the percentage of employees who have left our organization to : **18.44%**.

**Au 31 mars dernier, 32,15% des employés étaient Anicinape**



Looking at the distribution of new employees, we see that during the year, 26 Aboriginal employees were hired, 40 non-Aboriginal employees and 12 so-called independent labour employees.

Although our goal is to prioritize hiring by Mino Obigiwasin, the job market is very competitive and precarious, forcing us to use employment agencies to address the critical shortage of skilled labor in the region.



## 4.3 Training & clinical practice development

### 4.3.1 Training

Please note that the training offered by the CISSSAT was done within the framework of the bipartite agreement in order to allow the new employees to fully understand the responsibilities entrusted to them by the Director of Youth Protection. We remind you that Le MINO OBIGWASIN staff were able to receive 1681 hours of training during the 2021-2022 year. The trainings were mainly on the process and intervention in the context of youth protection, in addition to the 10 principles of C-92 and cultural safety. The trainings were offered by the First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC), the CISSSAT, the UQAT and ourselves.

These trainings have the objective of reinforcing the knowledge of the clinical staff and especially so that they can have a better understanding and knowledge of the reality and the functioning of the First Nations.

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our organization will develop its own training in 2022-2023, as per the action plan approved by the Board of Directors.

### 4.3.2 Clinical practice development

The year 2021-2022 was a defining year for Mino Obigiwasin, marking the beginning of the takeover of child and family services in child protection by our own team of intervenors.

The challenges faced by the Mino Obigiwasin teams throughout the year were numerous, whether it was the appropriation of an approach modeled on the Anicinape way of life and tradition or maintaining services and proximity to families in the context of the pandemic; the MINO OBIGI WASIN team and those of the communities were able to maintain their efforts in order to keep their mission alive.

In more details, we have developed an induction process for new stakeholders to introduce them to:

- The clinical and administrative tools of our organization,
- The history of MINO OBIGI WASIN and who we are (the Anicinapek),

- The functioning of our services and those of the communities in addition to the trainings.

Obviously, there is still a lot to be done in order to offer services that reflect the image of the Anicinape. MINO OBIGIWASIN is a dynamic organization that wishes to innovate in order to accomplish its mission with the children and families of the 4 Anicinape communities.

## 4.4 Communications

Mr. Marc-Antoine Jetté was in place until October 2021. Maggie Kistabish was then assigned to the position of Communications Officer. Communications is now under the supervision of the Human Resources department and some of their work is done upstream such as job postings.

Social media is still part of the communication officer's regular duties, with 2 to 3 postings per week on Facebook. A company profile was created on LinkedIn in November.

Some tasks of Anicinape Inakonigewin (C-92) have also been assigned to communication such as creating posters for consultation events in the communities.

Through our communications, we aim to establish a strong brand image that is representative of our mission.

Here is a list of the most significant activities that were carried out during the past year :

- The official website was launched;
- Publication of **two editions** of the Nitahige Newsletter;
- Design and printing of promotional items such as magnets, stickers, pens, key chains;
- Design of flyers for the Wawiya;
- Design of a parapost for Mino Obigiwasin as well as the Wawiya Poster.

The continued use of graphic elements representing the Anicinapek in various healing, family wellness, and intervention situations helps to represent our mission well. The use of Anicinapemowin remains important, many of the C-92 documents have been translated by Ms. Diane Mowatt, our Pikogan point of service secretary.

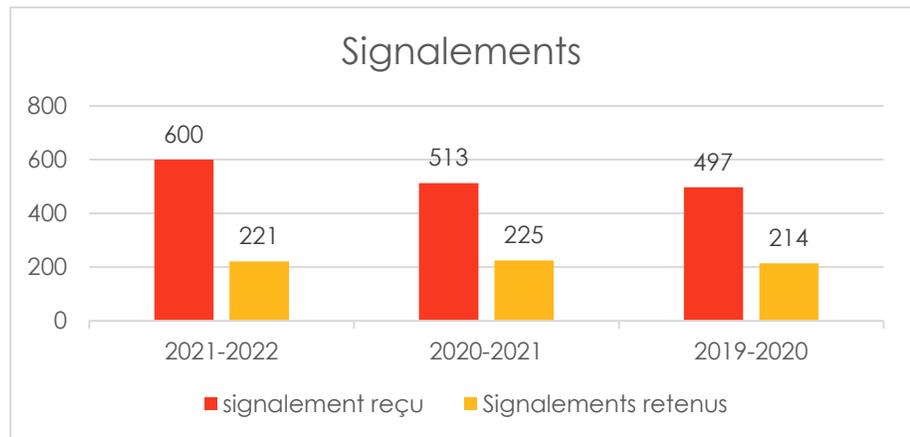
## 5. REPORTS FROM OUR DEPARTMENTS

### 5.1 Clinical Services

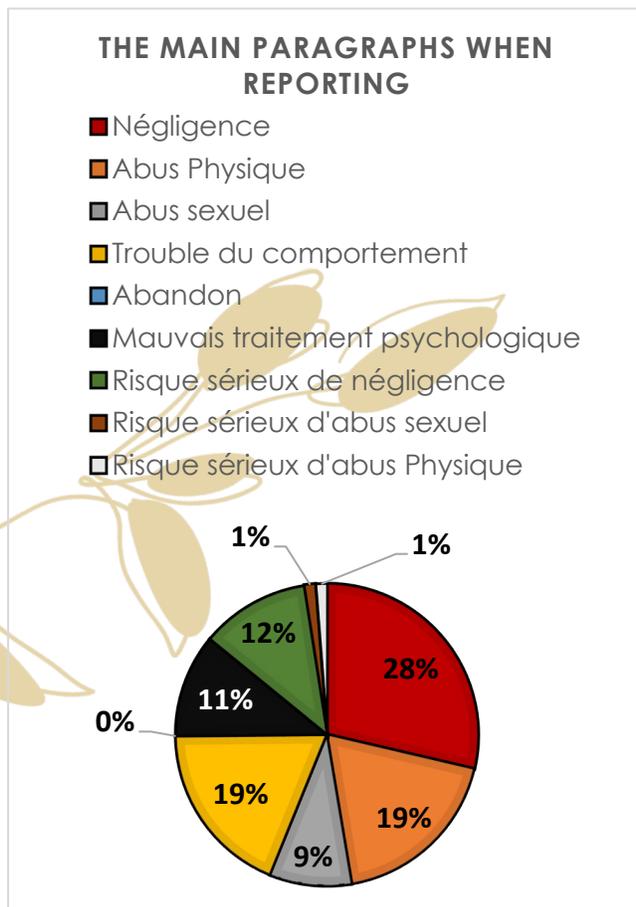
The youth protection services offered to the four signatory communities of Mino Obigiwasin are in their first full year of operation. A comparison with previous years is therefore in order. At Mino Obigiwasin, we believe that such a comparison will allow for

the analysis and validation of the innovative practices put in place at the time of the organization's creation.

When we look at the statistical data, we are able to see that the year 2021-2022 has seen an increase in the number of reports within the member communities. From 497 reports in 2019-2020, Mino Obigiwasin has seen this number increase to 600 reports for the year 2021-2022;



this represents an increase of **20.7%**. This increase, while significant, can only be viewed by also looking at the number of reports retained. As an example, the retention rate for 2021-22 is **37%**, down from **44%** in 2020-21, which represents a **7%** decrease in referral retention. Several factors may explain the decrease in the number of referrals being withheld, including a change in practice towards greater respect for culturally safe interventions. We hope that the coming years will see a positive change in this area.



In terms of the main paragraphs of compromise for the period of April 1, 2021 to March 31, 2022, we can see on the following diagram that neglect occupies the top of the list with 28% of the reports for the 4 member communities combined. The high rate of neglect reports alone is an important indicator of the priorities for action that must guide Mino Obigiwasin and its partners in their efforts to improve the well-being of our children and their parents. The impact of the various forms that neglect can take is a major issue on the development of the child, particularly on the social, emotional and intellectual levels. This is why we must work with our partners to make parents more accountable for their child's needs and help them surround themselves with resources so that they can be more present for their child. Furthermore, we believe that it is up to the members of the different communities to join forces and

work on the development of a solidary lever to overcome the structural problems that compromise the well-being of children.

Neglect can take many forms, from neglect that can lead to physical abuse, to psychological and medical neglect, to overly permissive parental attitudes.

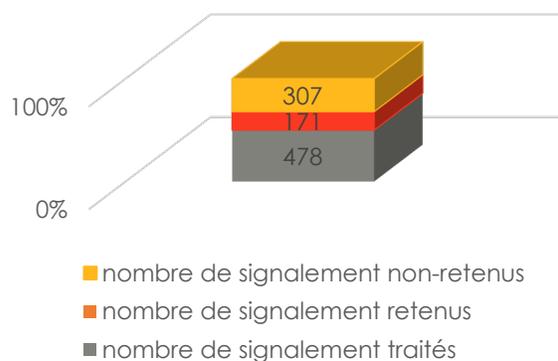
As for the second position, we can see that physical abuse and behavioural problems are tied with 19% of the reports that are related to it. In third place, serious risk of neglect with 12% of reports referring to it.

This is followed by psychological abuse with 11%.

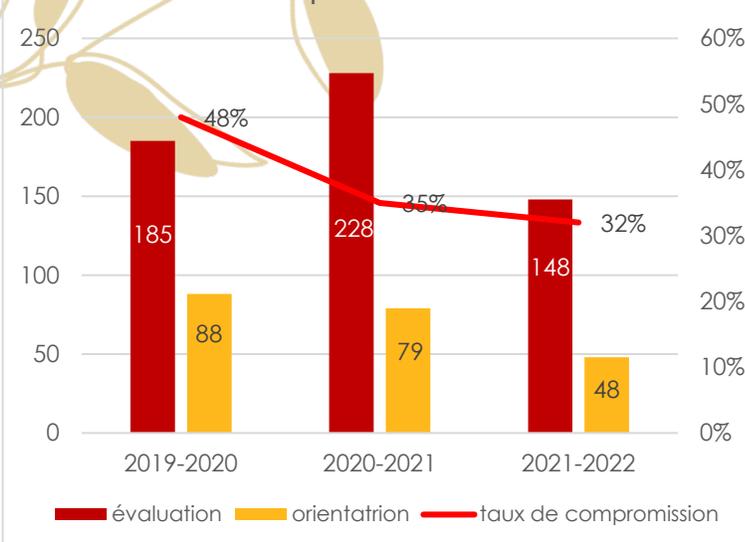
Sexual abuse is relegated to fifth place with 9% of reports.

As is often the case, verifications must be made with the reported families to make sure that the child's safety is not compromised. For the year 2021-2022, **478 reports** were processed; out of these, 171 of these reports were retained and **307** were not. So, when field verifications are done after a report, **35.8%** of our verifications result in a finding of compromise.

### Complementary field verifications



### Evaluation-Orientation-Compromise Rate



In terms of assessments completed during the period April 1, 2021 to March 31, 2022, there were 148. Of these, 48 required an orientation. This represents 32% of the evaluations that end in a decision or the child's development and safety are compromised.

Also of interest, we are able to see a 16% decrease in the compromise rate for the period April 1, 2019 to March 31, 2022.

## 5.2 Specialized Services

Specialized services refer to the interventions carried out by the Anicinape Intervenors, the Educators in the living environment as well as the Psychologist, employed by Mino Obigiwasin.

Considering the needs present in the four signatory communities of the agreement, we have hired new people in the specialized services teams during the year 2021-2022. In Lac Simon, we have hired an Anicinape intervenor and an educator. In KitciSakik, an Anicinape intervenor has joined the team as well as a specialized educator. In Winneway and Pikogan, an educator joined each team.

### 5.2.1 Educator in a living environment

As of March 31, there were 6 educators working in Mino Obigiwasin. There are 3 in Lac Simon, 1 in Pikogan, 1 in Kitcisakik and 1 in Winneway.

The most frequent reasons for follow-up were:

- Accompany parents in establishing a life routine for their children;
- Provide parents with tools and improve or develop their educational potential (parenting skills);
- Develop autonomy with teenagers;
- Helping teenagers with certain behavioral difficulties and their families (e.g.: drug use, online game addiction, school absenteeism, lifestyle, bedtime and wake-up time, etc.).

Moreover, a Lac Simon educator participated, with resource intervenors and the community's partners, in the implementation of an online survey in order to find out the needs of teenagers and parents and in the organization of a conference on services for PFH, FHs and parents which took place on May 17th at the community hall.

### 5.2.2 Anicinape intervenor

As of March 31, 2022, there were 5 Anicinape intervenors: 2 in Lac Simon, 1 in Pikogan, 1 in KitciSakik and 1 in Winneway.

Globally, the role of the Anicinape intervenor is to "make sure that the services are offered according to an Anicinape approach and mode of communication (language, vocabulary, intonation, silence, non-verbal, time, etc.)". He works with social intervenors to offer culturally safe services to parents and children, to sensitize social intervenors to the realities of Anicinape people, to family functioning, etc. It can also act as a caregiver for the youth and their parents by listening to them, informing them or accompanying them to the services available in the community.

In this sense, several accompaniments have been done with families and several cultural activities have been carried out on the territory with the youth in a follow-up program and their parents.

### 5.2.3 Anicinape liaison intervenor

Since August 2021, we have hired an Anicinape liaison intervenor. Her role is to offer culturally safe services to children and adolescents placed in a rehabilitation center by working in conjunction with social intervenors and educators. In addition, one of her responsibilities is to sensitize the teams of the living units in the rehabilitation centers to the realities of the youth and their families in the Anicinape communities.

Furthermore, the liaison intervenor promotes the involvement of the youth's entourage (parents and extended family) and community services in order to avoid the feeling of isolation of the youth in placement and thus reduce the risk of running away. It is important to note that the intervenor has set up cultural workshops every Wednesday evening (16 workshops) at the Traverse unit, which have allowed fifteen teenagers (Anicinape and non-Aboriginal) to learn crafts, language courses (Anicinapemowin) and to meet with "Anicinape model" guests from the communities in order to teach them their knowledge and to share their experiences.

### 5.2.4 Psychologist

The services of a psychologist, employed by Mino Obigiwasin, are available since January 2021. Psychological follow-ups are offered to youths receiving youth protection services as a result of a request made by the social intervenor. With children and teenagers, psychotherapy includes individual meetings with the youth ( evaluation of the situation, dynamics and treatment), meetings with the parents and/or the foster family and close collaboration with other intervenors involved in the child's life. The psychologist also participates in certain crisis management committees for youth (mental health, suicide risk). Intervenors can contact her to discuss and obtain a clinical opinion on a specific situation or subject related to her field of expertise. During the period from April 1, 2021 to March 31, 2022, 31 youths benefited from the services of the psychologist. We only serve the Francophone communities (Lac-Simon, Pikogan and Kitcisakik). For the Long Point community (Winneway), we purchase these services on a piecework basis and/or they are offered externally.

Depending on the availability, we must target the requests for psychotherapy services. Here are some examples of situations for which a child is referred:

- A child who has been a victim of sexual abuse within and/or outside the family
- A child who has experienced family trauma (witnessed physical, verbal or sexual abuse)
- A child who has experienced early grief
- A child who shows behavioral problems
- Depression, suicidal ideation, self-injury
- Anxiety
- Attachment disorder (parental neglect, abandonment, traumatic separation)
- Drug and alcohol use

Many children feel a great inner emptiness and believe that they are not important to anyone around them; they think they are left to themselves. For many children, we see that violence is becoming banalized. These children live in environments that prevent the development of healthy self-esteem and confidence.

#### 5.2.5 Nopimik Camp

In conclusion, we would like to mention an innovative achievement, namely the setting up by the specialized services team of a working committee with the objective of preparing a cultural camp in the forest for the teenagers of the 4 communities. Following several preparatory meetings, the camp took place from July 19 to 22 at Transparent Lake on the KitciSakik territory. The 14 teenagers who participated developed good relationships with each other and with the accompanying guides. Several cultural activities were proposed and the youth participated well. It is important to note that the young and the older teenagers were able to receive teachings from Paul Roy and Shirley.

### 5.3 Legal Services

The main role of the Legal Department within the organization has always been to provide legal support and guidance in the exercise of the mission and the defense of its interests.

As legal representatives and advisors, the members of the Service support the employees at the level of the General Management, the team leaders and the social intervenors in the decision-making process and in the execution of their respective mandates, with a constant concern for cultural security.

In the last report presented to the General Assembly in 2021, mention was made of the steps being taken to officially create the Legal Service, which finally came to a successful conclusion in August 2021 with its registration in the Business Register under the name "Mino Obigiwasin / Services juridiques - Legal Services" with the attribution of a permanent code in the Master File.

Moreover, the last report indicated the possible hiring of two (2) lawyers in order to take charge of the legal services for the communities of Lac-Simon and KitciSakik in the first instance. To this end, due to the shortage of professional labour that is particularly prevalent in the region, we had no choice but to enter into hourly service contracts with the firm of Cain Lamarre as well as with the office of Murdoch Archambault. In addition, the firm of Cain Lamarre also provided the invaluable assistance of an administrative assistant to set up the department's secretariat with the proceduralist required by the practice's demands and the design of procedural templates with Mino Obigiwasin's



name and logo. Subsequently, the secretariat was enriched with the hiring of an **experienced assistant** and hired with the status of an employee.

Thus, as of **October 7, 2021**, under the responsibility of Me Donald Bourget, the Legal Department **was able to take over** from the Litigation Department of the CISSS-AT and to assume the effective management of the legal files in youth protection for the new mandates entering the two communities targeted in phase 1, as much at the level of emergencies as at the level of investigations on the merits, if necessary.

Although the professionalism of the services rendered by the lawyers hired externally as well as the quality of the relationship with the clientele served was irreproachable, we have always favoured the delivery of services by staff members rather than by independent labour (MOI), firstly based on the importance given to the feeling of belonging and allegiance, but also with regard to the very heavy financial burden represented by this obligatory passage to such services with a considerable number of hours billed.

However, already at the end of the 2021 fiscal year, the prospect of hiring an experienced lawyer as an employee as well as the addition of an articling student from the Bar motivated to pursue her career within our organization was on the horizon. This being the case, the way would be paved for the assumption of legal services for the two (2) other member communities, namely those of Pikogan (Abitibiwinni) and Winneway (Long Point First Nation).

For those of you who are fond of statistics, here is a quantitative summary of the interventions of a judicial nature that have been generated by our Legal Department since the beginning of the takeover on **October 7, 2021 until the end of the fiscal year on March 31, 2022:**

- Number of **court appearances: 119** (including remissions and emergency measures);
- Number of **children** undergoing judicialization in youth protection: **52**, including **39** children from the community of Lac-Simon and **13** from the community of KitciSakik;
- Number of **siblings** by grouping the members of the same family: **33** of which **22** siblings for the community of Lac-Simon and **11** for the community of KitciSakik;

This being said, the rate of judicialization may seem high compared to the choice of the voluntary system, but this is not the case if we take into consideration the fact that most of the judicial interventions are required as a review/extension of existing orders in already existing cases and that the consensual approach advocated by Mino Obigiwasin (*Wawiya / mediation*) is successful in terms of mobilizing resources around the child in order to avoid the retention of reports. In addition, a better understanding of the law and the judicial system favors the adherence of family members to measures aimed at putting an end to factors compromising the child's safety and development (draft agreements).

On the other hand, the pandemic has forced the Legal Service's mission to disseminate information and legal training on a large scale to be curtailed due to health regulations. In fact, the themes frequently addressed, notably on the application of the Youth

Protection Act (YPA) and the Federal Act respecting First Nations, Inuit and Métis children, youth and families (FNICYF / PL-C 92) as well as on Aboriginal customary adoption and guardianship, were instead addressed on an ad hoc basis as and when required.

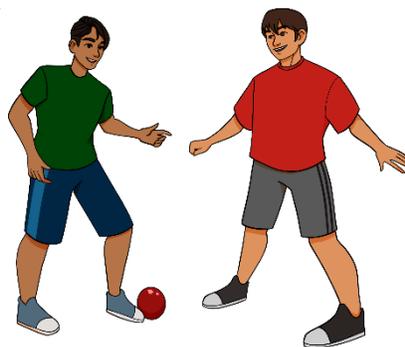
Obviously, the active participation and collaboration of the Legal Service are acquired in the development and implementation of an Anicinape Youth Protection Act as now permitted by the federal Act (FNAYPA), a process that was moreover initiated by the Notice to this effect sent to the ministers concerned.

The legal existence of the Legal Service has also opened the door to participation in the *Table sociojudiciaire en protection de la jeunesse* for Abitibi-Témiscamingue as well as the *Comité provincial des Contentieux en droit de la jeunesse*.

Legal support is necessary in several fields of activity of our organization and not only in youth protection. In this case, the Legal Department was called upon with the lawyer specialized in labour law, Me Stephan Ferron, in the contestation of the recourse brought by the *Confédération des syndicats nationaux (CSN)* for the transfer of accreditation of the Family-type Resources (RTF / foster families).

Another subject remains current as to the possibility of proceeding with customary adoptions / guardianships since the entry into force of PL-113 in 2018, but still requires that a competent authority be designated by each of the communities in order to be able to avail itself of it, which has not yet been updated. However, adoption or guardianship would be a privileged way to close many protection files and thus reduce the case load of intervenors insofar as the safety and development of these children would be ensured in their substitute Anicinape environments while promoting their stability. Given the impasse in customary adoption and guardianship, there remains the alternative of proceeding under the Quebec provisions.

Finally, it goes without saying that the values put forward by Mino Obigiwasin are an integral part of the DNA of the Legal Department, which remains vigilant as to their application at all stages of its professional activities, not only in terms of respect, listening, understanding and benevolence, but also in terms of accountability in responding to the needs of Anicinape children.

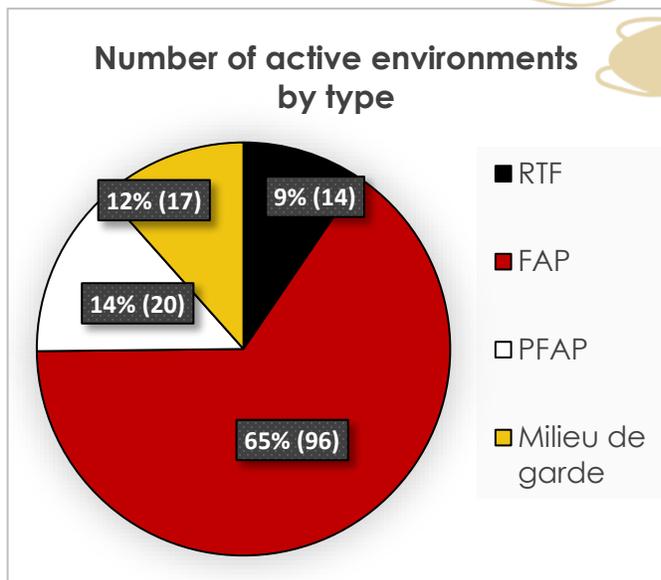
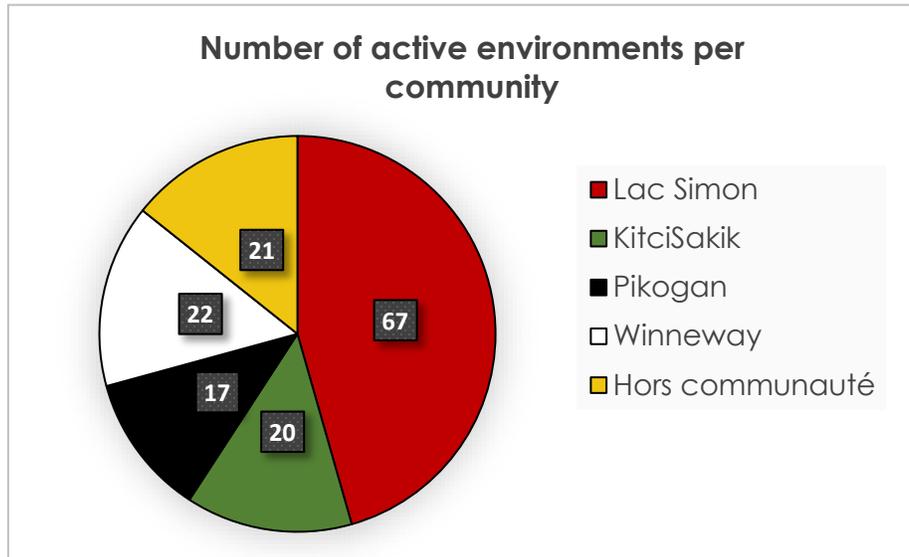


## 5.4 Foster Care Services

En Last February, it had already been one year since we had taken charge of the foster care environments, i.e. regular foster families, local families as well as daycare or third party environments.

Each of the environments was met and re-evaluated in the last year in order to allow everyone to get to know each other and to build trust with

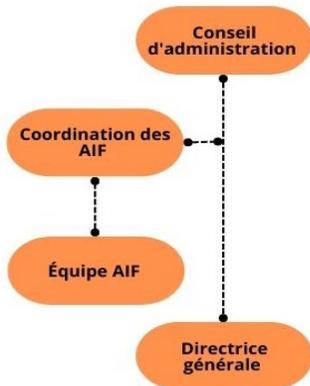
the team of intervenors to the foster families. Moreover, the collaboration of everyone is excellent and the work and especially the presence of the intervenors are appreciated by the people in charge of the environments. Many evaluations were carried out in the last year in the 4 communities (33 evaluations). Most of them are still in foster care which means that during the last year, 1 additional intervenor was hired for Lac Simon, they are now 2 full time. The position in Winneway has had 2 departures in the year, but everything seems to be stabilizing now.



In June 2021, we celebrated the work of the RTF/FAPs with a week of recognition through various means in each community (cakes, bags, cards). The big challenge is recruiting in the communities, but ironically we always manage to find a family willing to take a child or children. However, this remains the biggest challenge, recruiting people who are motivated to become foster parents for a long period of time.

## 5.5 Information Officers & Facilitators

The Information Officer and Facilitator Team (IOF) is responsible for informing the public about the child protection system and their rights within the system, assisting community members in accessing resources, and facilitating conflict resolution between families, foster families and Mino Obigiwasin's intervenors, including mediation or assistance.



They have a degree of independence within the organization: they are not involved in clinical issues and report directly to the Mino Obigiwasin Board of Directors, which puts them in an ideal position to inform and assist the Anicinapek in a neutral manner.

This neutrality also allows them to act as facilitators in conducting Wawiya, which are voluntary, collaborative decision-making and mobilization processes focused on the safety and well-being of children. The Wawiya usually involves the participation of the immediate and extended family, but also other actors in the child's safety net.

### 5.5.1 Actions taken between April 2021 and March 2022

The IOF team expanded in August 2021 with the arrival of a coordinator. Together, the team has set itself the objectives of clarifying, improving and publicizing its service offer, acting upstream for the quality of services, implementing an efficient process of coordination of requests and emphasizing a proximity approach.

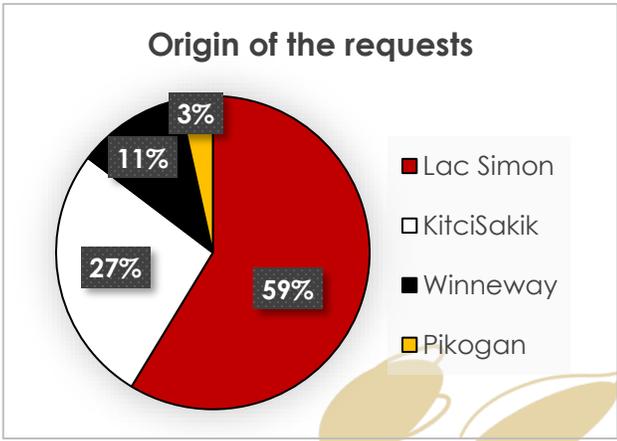
Thus, presentations in the different points of service of Mino Obigiwasin and the first line, the creation and the animation of the child-family consultation tables (in Lac Simon and in KitciSakik) as well as the regular presence of the IOF in the health centers of the communities allowed them to make their services known. The new reference and information tools also facilitate access to services.

The establishment of a dissatisfaction follow-up committee involving strategic members of Mino Obigiwasin's management has allowed discussions to begin on a structural approach to continuous improvement of services.

Finally, during the 2021-2022 fiscal year, information officers and facilitators received mediation training, allowing them to hone their conflict resolution skills and techniques.

### 5.5.2 Action taken, in numbers

By the numbers, from April 1, 2021 to March 31, 2022, the OIFs conducted 497 interventions/meetings with 259 different applicants. These meetings cover 6 different types of activities, including information (134 requests), assistance (94 requests), community consultation and activities (95 activities), promotion of services (17 meetings),

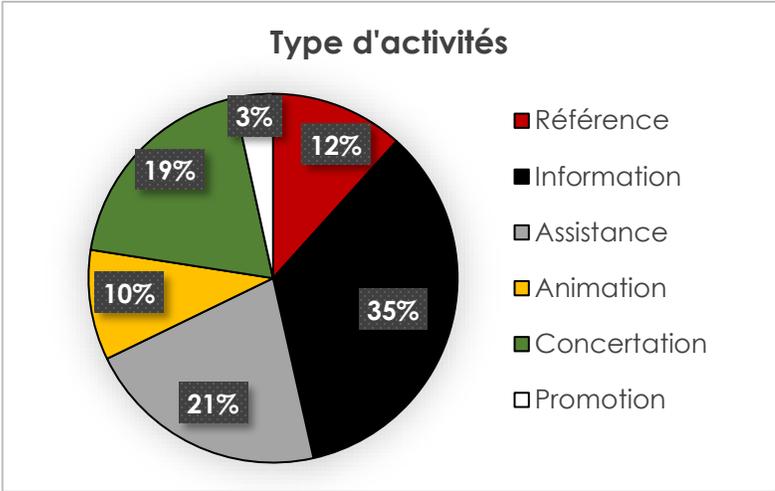


referrals to appropriate services (58 referrals), and Wawiya and mediation facilitation (48 meetings).

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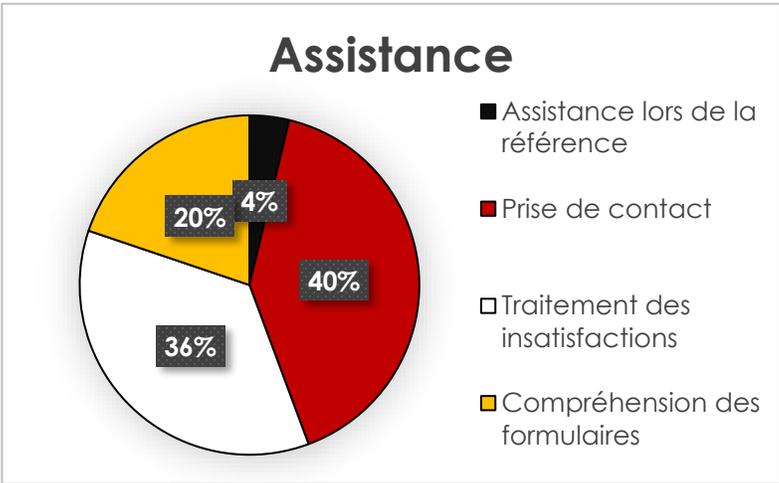
### 5.5.3 Types of activities achieved

OIFs spent the most time on information meetings and wawiya facilitation. Indeed, although wawiya facilitation and mediation represent only 10% of the activities carried out by the OIFs, they require a great deal of preparation time by the facilitators.



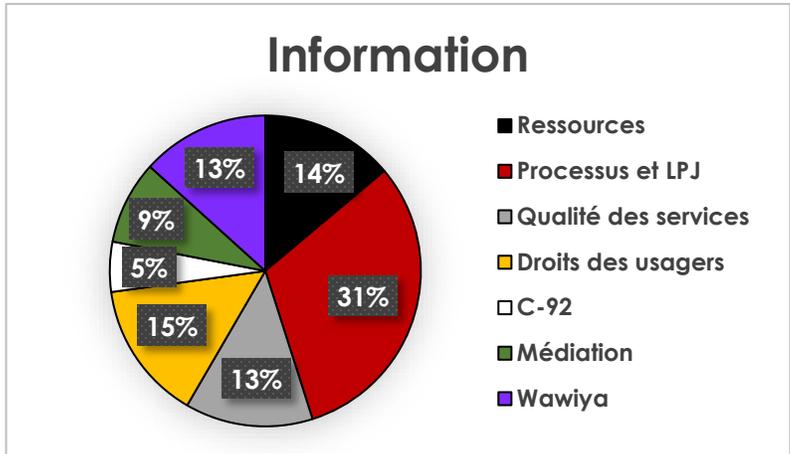
#### 5.5.3.1 Assistance

Of the 106 requests for assistance received by the IOFs from April 2021 to March 2022, 38 requests concerned citizen dissatisfactions with the services received by Mino Obigiwasin, forming 36% of the requests for assistance. The IOFs therefore dealt with 38 dissatisfactions related, in particular, to the management of follow-ups and clinical decisions, parents' rights, ethics and reception environments. As part of the processing of these dissatisfactions, the IOFs are



working to implement sustainable solutions in order to improve services and facilitate communication between the actors.

Requests for assistance to the IOFs resulted in 64% of cases in helping the applicant understand a form or procedure to be followed, finding the right people to contact to access the required services, or accompanying applicants to services.

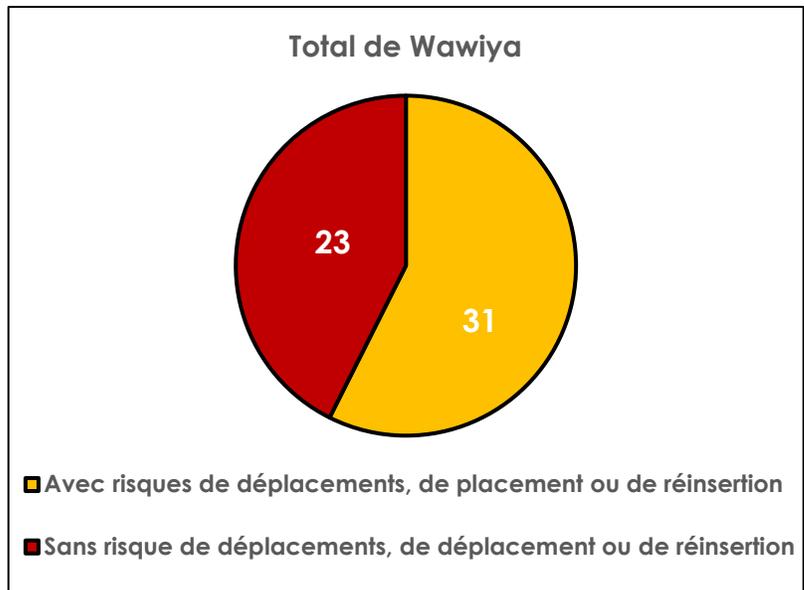


#### 5.5.4 Coming up for the next fiscal year

For the next fiscal year, the IOFs will aim to contribute to the implementation of the Child and Family Tables in Winneway and Pikogan, to reach out more to the population to offer their services, to develop information videos and to reflect on the next steps in the empowerment process, which will eventually involve the hiring of a Complaints Officer and a third IOF.

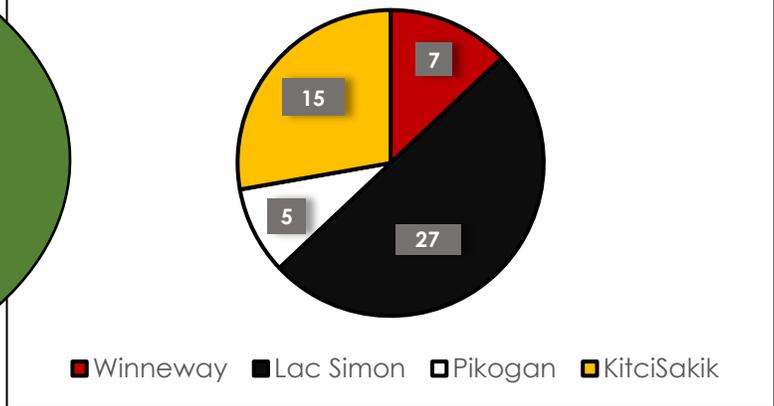
#### 5.5.5 Wawiya Program

The Wawiya brings together significant or knowledgeable people to reduce risk and strengthen the "safety net" around the child. The composition of the Wawiya is discussed between the intervenor, the parents and the teenager. Here are some statistics related to Wawiya with a "safety plan" in place where there was a risk of placement, placement or to encourage the reintegration of the child or the teenager.



"For the Anicinapek, it is important to encourage the involvement of the family circle and the extended family. Whenever a child needs to be placed, we need to make sure that the support network has been checked before the placement is made. Wawiya works well in these situations."

Provenance of the Wawiya



### 5.6 Anicinape Inakonigewin C-92

In response to the passage of the First Nations, Inuit and Métis Child, Youth and Family Services Act, a federal law that specifically recognizes the right of Aboriginal peoples to self-government over child and family services, the Band Councils of the communities of Lac Simon, Kitcisakik, Pikogan and Winneway mandated Mino Obigiwasin to conduct consultations within their communities for the development of an Aboriginal Child and Family Services Act.



On January 21 and April 22, 2021, Mino Obigiwasin and the Band Councils of the four communities sent a notice of intent to exercise jurisdiction over child and family services to the appropriate government authorities. In September 2022, the team submitted the application for capacity-building funding and developed an action plan to implement the project.

Implementation of the action plan was able to begin in January 2022, upon receipt of

the project funds. The first few weeks were spent meeting and consulting with the Band Councils in each community, creating the methodology and developing the detailed research and consultation plan.

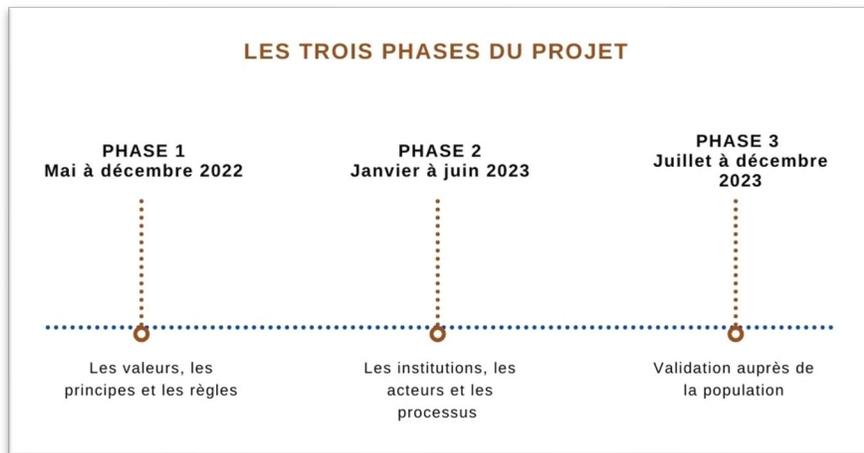
Starting in January 2022, the project coordinator met with all Mino Obigiwasin staff to inform them of the process and to gather advice and thoughts from intervenors on its implementation. In all, about 20 information and discussion meetings were held. It has also put in place tools that allow for the rapid and efficient transmission of information on the process. These tools included an animated information video explaining the consultation process, a section on the organization's website, pamphlets, posters and a visual identity for the project.

Staff hiring began in February 2022. As of March 31, the project had two staff members, a research officer, Ms. Mélanie Roy, and the project coordinator, Ms. Arianne Martel. At the time of publication of this report, the team includes three research officers, a clinical advisor, a knowledge keeper and consultation facilitator, a lawyer, and the project coordinator and legal counsel.

### 5.6.1 The future of Anicinape Inakonigewin (the future Anicinape Law on Child & Family Services)

Thus, during the fall of 2022, several public consultation events will be held in each community. Many topics will be discussed with participants, including the definition of family and Anicinape parenting, concepts of safety, development and compromise, the administration of justice, the preservation of family and cultural ties, and solutions for child protection.

After the holidays, the consultations will focus more on the governance structure of the organization, the intervention and protection processes as well as the intervention practices in the Anicinape context and the involvement of the actors in this process.



We invite you to participate in these consultation sessions that will help the next generation and those that will follow. As our Executive Director, Ms. Peggie Jerome, said, children are our future ancestors and we, as Anicinapek, are the experts of our well-being.

## 5.7 Conclusion

This is how MINO OBIGIWASIN has taken on much more of its Anicinape color in its services. Certainly there is still a lot to do to find a way to offer our services that the Anicinape will feel good and safe.

We see that we are in a very critical period for our children. We share with you here some statements made by our specialists and intervenors of the children in follow-up:

- 10+ year olds are normalizing drug use.
- Elementary school children are smoking cannabis (pot) or using amphetamines (speed) on school grounds.

### **What is the price to pay for this silence ?**

#### **Everyone knows, how to take the bull by the horns?**

This situation should be taken very seriously. The brain, depending on the age of the child, is still growing and these substances can hinder their development and be very harmful. Young people use drugs to imitate their parents, to be like their friends, to relax, to forget their suffering, etc. They find a "good" reason to use and they use drugs to make themselves feel better. They find a "good" reason to use and they are not all aware of the impacts in their lives (*increased conflict, decreased motivation at school, loss of general interest, depression, anxiety, dependency, mood swings, etc.*). And it is important to note that there is a risk that substance abuse will lead to the development of psychotic disorders.

### **Where are the children's dreams?**

Some children mention that they have no dreams. They can't see beyond that, their life is often difficult and chaotic. When parents are not doing well, they can hardly encourage and/or support their children. There are parents who are doing well, but their microsystem<sup>[1]</sup> is not doing well, it is chaotic. Children need affection, attention and discipline from their parents to properly grow up... We must also admit that our children's parents also need affection, attention and discipline.

These children are our future parents, our future leaders, our future ancestors... we must help them grow up properly, heal their wounds, teach them to dream and cultivate with them the hope that they can believe in themselves. We must defend, keep these children in a healthy environment in their family, their surroundings, and this without violence. We must make sacrifices for the children, they are our future!

MINO OBIGIWASINDAN SA!



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<sup>[1]</sup> Microsystème : Parent. À partir du moment où un enfant naît jusqu'à l'âge adulte, la plupart des individus passent le maximum de leur temps avec leurs parents.

# KITCI MIGWETC

