

SASKATCHEWAN URBAN ABORIGINAL STRATEGY 2016

APPENDICES

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APPENDIX A

ABORIGINAL ACTION PLAN



SASKATOON ABORIGINAL COMMUNITY ACTION PLAN

2016

In early 2016 a group of five organizations, the Saskatoon Aboriginal Partnership (SAP), came together to share their ongoing work and research on improving services for Aboriginal citizens. The SAP aspires to see Saskatoon become a community where numerous organizations work collaboratively to create positive change for Aboriginal citizens and we invite you to join us as we begin. Currently this partnership includes:

- Aboriginal Friendship Centres of Saskatchewan
- City of Saskatoon
- Office of the Treaty Commissioner
- Saskatoon Health Region
- Saskatoon Regional Economic Development Authority

Collectively, the partnership organizations have spoken to 765 citizens in the Saskatoon region to better understand the issues Aboriginal citizens are facing in the community. We acknowledge that our work impacts all areas of citizens' lives and there is value in sharing the feedback, concerns, and desired outcomes that we hear from citizens through our various engagement and research efforts.

This initial plan is driven by a desire to be more effective by working collaboratively and is rooted in research, feedback and dialogue with citizens. To date, seven community priorities have been identified. This set of priorities will be the initial framework for the development of a Saskatoon Aboriginal Community Action Plan [the "SACAP"]. We have created a vision and guiding principles to guide our work and ensure accountability to citizens and complimentary organizations.

Over the next 4 to 6 months, we will be seeking additional partners, refining goals and priorities and will continue to engage Aboriginal citizens and organizations within Saskatoon and area.

In the short-term, our desire is to build a plan that will set the stage for a multi-organizational partnership that will create positive change in the community. Longer term, over the next 5 years, we will work together to implement the goals set out in the Plan. We believe that better outcomes for our community will be achieved through collaboration and we need your expertise included. We invite you to join us and participate as we work together to meet the needs of Aboriginal citizens' in Saskatoon.

“Ensuring Aboriginal people experience a high quality of life in the Saskatoon Region”

Over the next 5 years we commit to meet regularly and work together to ensure Aboriginal needs are met in the Saskatoon region. Through the creation of the SACAP, **the Partnership will:**



align community priorities for strategic action



foster strong & inclusive community



amplify the voices of Aboriginal citizens



recognize & build on the contribution of Aboriginal citizens



acknowledge & reconcile our shared history

The principles that guide this partnership and the Community Action Plan are:

- ◆ **RESPECTING INDIVIDUALS** We recognize and respect individual voices and acknowledge that the voice of citizens is guiding our work;
- ◆ **A HOLISTIC APPROACH** There is interconnectedness in all areas of life, we acknowledge that quality of life increases as culture and beliefs are integrated;
- ◆ **INCLUSIVITY** The Partnership is open to all who share the vision and seek to create positive change;
- ◆ **RELATIONSHIPS** We acknowledge that quality of life increases as collaboration increases and we will complement, build on and learn from each other's efforts;
- ◆ **RESPECTING EACH OF OUR PARTNERS** We respect that partners are working within their own systems and structures; and
- ◆ **COMMUNICATION** We value communication in this partnership and we commit to be open, transparent and accountable to the broader community. We will also maintain regular communication within the partnership.

RESEARCH & ENGAGEMENT

It is very important that we acknowledge the work that has been embarked upon over the last several months. We recognize that there is a history of researching and engaging with citizens, service providers and institutions prior to the creation of this partnership. We have endeavored to review and integrate previous efforts into our framework and priorities as best as we can. To date, we have reviewed nine separate community reports, such as strategic plans, research and policy documents. We have enhanced this research with direct engagement with citizens in the Saskatoon region.

Over the last year and a half the partnership has engaged with 765 citizens in the Saskatoon region. It is very important to this partnership to root our priorities and decisions in the feedback from citizens. Through the creation of the SACAP we want to honor what we hear from citizens and create action to address the issues that are raised.

We want to invite other partners to the table to strengthen our partnership, create synergies for initiatives and collaborations that are currently active and create an inclusive action plan that will create a positive impact in our community.

9 reports + 765 Aboriginal citizens engaged



documents

MAKING MEASUREMENT MATTER -
IMPACT ANALYSIS IN SASKATOON (2013)

KITASKINAW (2013-2014)

URBAN ABORIGINAL COMMUNITY
GATHERING (JUNE 2014)

BUILDING OUTCOME MEASUREMENT
CAPACITY IN SASKATOON: WORKING
WITH CBOS SERVING YOUTH TO BUILD
A SHARED MEASUREMENT STRATEGY
(2016)

SASKATOON ABORIGINAL
EMPLOYMENT PARTNERSHIP (2015)

AWAKEN THE POWER OF CHANGE:
REPRESENTATIVE WORKFORCE
STRATEGIC PLAN (2014)

REPRESENTATIVE WORKFORCE AND
CULTURAL COMPETENCY (2013)

A VISION FOR RECONCILIATION IN
SASKATCHEWAN: WHAT WE HEARD
(2016)

events

SASKATOON FRIENDSHIP CENTRE
ELDERS GATHERING (2015)

SURVEY OF STUDENTS AT GABRIEL
DUMONT INST. (2015)

SASKATOON SERVICE PROVIDERS
SURVEY (2015)

YOUTH ABORIGINAL SURVEY (2015)

WICHITOWIN CONFERENCE (2015)

RECONCILIATION DIALOGUES IN
SASKATOON AND REGION (2015)

CITY OF SASKATOON RESPONSE TO
TRC CALLS TO ACTION (JUNE 2015)

YOUTHSPEAKYXE (DECEMBER 2015)

contributors

ABORIGINAL FRIENDSHIP CENTRES
OF SASKATCHEWAN

SASKATOON HEALTH REGION

CITY OF SASKATOON

OFFICE OF THE TREATY
COMMISSIONER

SASKATOON REGIONAL ECONOMIC
DEVELOPMENT AUTHORITY

SASKATOON TRIBAL COUNCIL

GABRIEL DUMONT INSTITUTE

UNTIED WAY

UNIVERSITY OF SASKATCHEWAN

INDIGENOUS AND NORTHERN
AFFAIRS CANADA

URBAN MATTERS

INSIGHTRIX

COMMUNITY PRIORITIES

Based on our research and engagement, the following community priorities will be the focus of our effort to create positive change in our community. As part of the SACAP these priorities will have measurement and success indicators to allow for meaningful monitoring and reporting on initiatives within the community.



ACCESS TO HOLISTIC HEALTH SERVICES

This includes mental and emotional health services, access to spiritual and ceremonial services, creating programs that support physical wellbeing, developing innovative programming to tackle addiction in our community, and access to healthy sustainable food for those in need.



COMMUNITY INCLUSION & SAFETY

This includes creating inclusive community spaces and events, creating safe spaces in the community, elimination of prejudice and racism from all service providers and preventative services for those at the highest risk.



REDUCING BARRIERS TO SERVICE & SUPPORT

This includes creating culturally appropriate services, cultural competency training for service providers, navigation support for people within systems and reduction of judicial barriers in all institutions. All rooted in fostering culturally sensitive and supportive environments.



EDUCATION & TRAINING

This includes reducing barriers within institutions, cultural competency training, creating innovative programs, and addressing gaps in the educational success of Aboriginal citizens.



ABORIGINAL CULTURE & HISTORY

This includes celebrating our stories, creating an atmosphere of understanding and mutual respect amongst all citizens and institutions, revitalization of culture and language, access to elders, and support to partake in traditional ceremony.



HOMELESSNESS & AFFORDABLE HOUSING

This includes reducing homelessness and creating space for innovation in affordable housing options.



EMPLOYMENT & ECONOMY

This includes increasing Aboriginal employment in the broader economy, reducing barriers in training, access to jobs and support for Aboriginal owned businesses.

APPENDIX B

DETAILED ELDER & YOUTH FEEDBACK

Regina Elder Round Table | 40 Elders Gathered

On January 27, 2016 40 Elders gathered at the Regina Friendship Centre for a 4-hour roundtable discussion. The conversation centred on Aboriginal Youth. What are some of the biggest challenges they face today? What are your thoughts on how we may be able to best help them?

RESPONSES:

❖ Youth need to learn teachings of the Old People, and learn to respect those teachings

- Youth need to understand historical pieces that led to today
- Need to increase interaction between Youth and Elders
- Need to make sure service providers understand Aboriginal culture/history – before they will be trusted

❖ Youth need to connect with the medicine wheel

- Change medicine wheel to reflect the here and now
- Cultural practices and beliefs need to be taught and experienced
- Include refugees/immigrants in round dances – connect cultures
- Need to forgive self, others, and system

❖ Youth need not to be forgotten

- Individual healing must come first
- Youth stuck in alcohol and addiction because they are hurt inside
- Mental illness & addiction affects a lot of youth – police do not understand mental illness – many doctors do not understand
- Justice system not responsive to underlying youth problems
- Need more supports in Court – youth become lost once in system
- People are afraid to call police or go out at night – not safe downtown Regina
- Suicide rates are extreme and very sad
- Stop bullying – help the bullies – they are like that because they are hurting inside
- Health system does not give dignity to Aboriginal people – many examples from many Elders

❖ Youth need healthy places to gather

- Mix generations in social settings
- Youth need to know that people care
- Youth need to know they are listened to

❖ Programming needs to build independence, not co-dependency

- Need for programming for young mothers and young males
- Need for community places for young kids to get them off the streets at night
- Communities must find their own answers
- Need longer programs and strategies – not quick fixes
- Youth need to keep busy – minimize idle time
- Youth join gangs to belong – create other ways they can get that feeling – many don't get it at home
- Tipi Greeter programs to aid in transition

❖ Food sustainability – more community gardens

- Traditional foods & medicines

SASKATOON ELDER ROUNDTABLES | 40 Elders Gathered

QUESTION: WHAT ARE THE ISSUES FACING ABORIGINAL PEOPLE IN SASKATOON TODAY?

- | | |
|---|---|
| ❖ Jobs | deep rooted social problems |
| ❖ Rent – food costs | ❖ Violence |
| ❖ Nepotism – need to know someone to get jobs | ❖ Racism |
| ❖ Access to health services | ❖ Lack of jobs – connections to the workforce |
| ❖ Booze and Drugs – gangs – violence - crime | ❖ Lack of education |
| ❖ Homelessness – housing – poverty – need more shelters | ❖ Loss of culture & skills |
| ❖ Creating a sense of community – now is isolation & depression | ❖ Need a base for people to be organized and manage job/skills |
| ❖ Racism | ❖ Judicial system needs to change focus to healing, not punishment – makes it worse |
| ❖ Sometimes Elders get too much support – creates dependency | ❖ Need more shelters and assistance for substance abuse |
| ❖ Housing/transportation/ | ❖ So many people need help to heal |
| ❖ Substance abuse – addictions – mental health – | |

QUESTION: WAYS YOUTH OF TODAY CAN LEARN FROM THE ELDERS

- ❖ Organize meals together
- ❖ Give youth the chance to speak
- ❖ Elders give guidance and support – teach respect & listening
- ❖ Elders ask youth what they need
- ❖ Medicine wheel – youth need balance
- ❖ Healthy individuals make healthy communities
- ❖ The voice of the Elder needs to be heard more
- ❖ Foundation of values is missing – youth need to be more informed
- ❖ Need more culture workshops, knowledge keeper sessions
- ❖ Elders need a base in cities so youth can come and learn and share
- ❖ Each city should have an Elder Council
- ❖ Urban youth don't know or understand reserve life – different world for urban youth
- ❖ Youth not learning traditional ways
- ❖ Elders need to sit with youth one on one
- ❖ Get Youth involved in traditional activities
- ❖ Elders could use help with technology
- ❖ Learn work ethic by helping Elders with odd jobs
- ❖ Helping grandparents/Elders with house maintenance and cleaning
- ❖ Create positive celebrations that do not involve alcohol
- ❖ Intergenerational celebrations
- ❖ Addiction counseling – teach Youth to avoid drugs
- ❖ Parenting
- ❖ History, culture, respect, pride, dignity,
- ❖ Get the word out about the opportunities
- ❖ Need a base in urban centres for Elders to offer services
- ❖ Have Elders work with Non-Aboriginal organizations

QUESTION: WHAT ARE SOME WAYS WE CAN HELP PEOPLE HEAL FROM THE WRONGS/PAINS OF THE PAST?

- ❖ Reconciliation
- ❖ Money – helps some but hurts many – need to help heal and \$ doesn't do that
- ❖ Heal from residential school effects
- ❖ Need organization to help people who get the money – to put it to long term use
- ❖ People have to want to help themselves or they cannot be helped
- ❖ Can't keep blaming residential schools as responsible for all problems
- ❖ Start with the youth
- ❖ People were taught that they were nobody – need to be retaught
- ❖ Acknowledge the past
- ❖ Workshops/gatherings
- ❖ Reconciliation with churches on community/local levels
- ❖ Intergenerational healing & education
- ❖ Longer term programs to make a long term difference
- ❖ Have justice and health workers in Friendship Centres and other Aboriginal organizations – easy nonthreatening access

PRINCE ALBERT ELDER ROUNDTABLE | 40 Elders Gathered

This Elder Roundtable focused on reconciliation and the effects of Residential Schools. This is the direction the conversation went and many Elders expressed personal stories and detrimental impacts systems have had on their lives and the lives of their families.

LESSONS:

- ❖ Aboriginal people need to heal – this needs to happen within Aboriginal community
- ❖ Aboriginal people need to tell their stories but then have follow up to heal – mental health services
- ❖ Aboriginal people need places to gather and support one another – need places to do that and programs to encourage people to come
- ❖ Intergeneration needs/healing – encourage youth to mix with the Elders
- ❖ Follow the medicine wheel – be holistic in all that we do – this will be the answer, but can be adapted so meaningful to new generations
- ❖ Address addictions – drugs are destroying the people/families

APPENDIX C

SUMMARY OF ENGAGEMENT

Phase 1 Engagement

Four-hour seminars were held in six Friendship Centres, in six unique Saskatchewan communities. Participants worked through a variety of exercises and discussions designed to identify highest priority areas for improving quality of life for Urban Aboriginal people, within community socio-economic environments. Participants were 80% representing community service provider organizations and 20% individual citizens.

DATE	# PARTICIPANTS	FRIENDSHIP CENTRE	KEY FINDINGS
February 26 March 9, 2015	7 23	Saskatoon	Individual: Healing needed/Lost identity/Addictions/Dysfunctional families Economic: Financial distress/Lack of skills/Work experience Environment: Recidivism/Racism/Crime/Gangs/Housing shortage
March 4, 2015	17	Prince Albert	Individual: Addictions/High Risk lifestyles/No Sense of Self/No drive/Poverty Economic: Lack of skills/Experience/Non-welcoming work environments Environment: Housing shortage/Racism
March 12, 2015	20	Regina	Individual: Loss of Identity/Self Sabotage/Addictions/Poverty Mentality Economic: Lack of skills/Experience Environment: Racism/Housing shortage
March 23, 2015	12	Meadow Lake	Individual: Poverty/Addictions/Poor parenting/Skills/Mental health issues Economic: Lack of work ethic/No opportunities Environment: Segregation/Racism/No trust in systems/Wasted resources

DATE	# PARTICIPANTS	FRIENDSHIP CENTRE	KEY FINDINGS
March 26, 2015	35	Ile a la Crosse	<p>Individual: Addictions/Anger/Dependency cycles/Depression/Abusive relationships</p> <p>Economic: Lack of opportunities/Nepotism/ Loss of motivation</p> <p>Environment: Housing shortage/Lack of cultural understanding</p>
March 28, 2015	5	La Ronge	<p>Individual: Substance Abuse starts young/Lost people/Complacency/Lack of identity</p> <p>Economic: Work wage-welfare trade off/Foreign worker competition/No opportunities</p> <p>Environment: Need co-ordination between Band/Community/Business – competing mandates</p>

Top Community Priorities

- ❖ Need Youth opportunities for growth and positive contributions
- ❖ Need quality work opportunities
- ❖ Need increased cultural awareness for individual, organizations, urban communities
- ❖ Need greater community collaboration

Youth | Culturally Guided, Youth Driven Solutions

- ❖ Need sense of identity and belonging
- ❖ Need holistic programming
- ❖ Need Elder leadership
- ❖ Need for advocacy and system navigation
- ❖ Need Youth participation in community planning

Phase 2 Engagement

DATE	PARTICIPANTS	FRIENDSHIP CENTRE	KEY FINDINGS
September 11, 2015	Regional Inter-sectoral Committee (20 Orgs)	Moose Jaw	<ul style="list-style-type: none"> ❖ Focus on Youth aged 15-30 ❖ Need cultural training for business/schools/hospitals ❖ Combine personal and skill development ❖ Need improvements to housing and transportation ❖ Need to educate employers on being inclusive/culture ❖ Largest barriers: personal growth, housing support, childcare support
September 28-30, 2015	AYC	Youth Training & Consultation	<ul style="list-style-type: none"> ❖ Individual healing ❖ Biggest barriers: depression and addiction ❖ Lack of healthy recreational opportunities ❖ Lack of jobs ❖ Need to create jobs, opportunities and hope
October 23, 2015	Yorkton RIC	Fort Qu'Appelle	<ul style="list-style-type: none"> ❖ Focus on Youth ❖ Largest barriers are trying to strengthen Aboriginal and non-Aboriginal relations ❖ Need to increase understanding of culture ❖ Work experience/work placement programs needed
October 29, 2015	Northeast RIC	Melfort	<ul style="list-style-type: none"> ❖ Focus on ages 15-40 years ❖ Need work experience and work placements ❖ Need to reduce racism ❖ Need to increase understanding & inclusiveness ❖ Need to increase community collaboration
November 5, 2015	NorthEast First Nation & Metis Education Advisory Council	Cumberland College, Nipawin	<ul style="list-style-type: none"> ❖ Most critical demographic – Youth ages 15-30 ❖ Combine personal development and skills training – need both at the same time ❖ Work experience opportunity missing ❖ Self-employment critical – workplaces unfriendly ❖ Need community cultural growth –cultural training ❖ Racism is strong & barrier for job success

DATE	PARTICIPANTS	FRIENDSHIP CENTRE	KEY FINDINGS
November 12, 2015	Yorkton Leader Luncheon	Yorkton	<ul style="list-style-type: none"> ❖ Members of local First Nations must either travel to Yorkton or get housing – two big barriers ❖ Disconnect between Aboriginal and Non-Aboriginal ❖ Workplaces not welcoming and supportive – racism ❖ Need greater community collaboration and action ❖ Need to increase cultural understanding for all ❖ Groups/leaders eager to move forward but don't know how
November 17 & 18, 2015	Wichitowin Conference	Saskatoon	<ul style="list-style-type: none"> ❖ 100% of 150 organizations request cultural training – need it and want it ❖ Greatest barrier: historical memories; personal life issues; welcoming work environments; necessary job skills; awareness ❖ Prioritized investments: quality housing; childcare and transportation; low income supplements; skills and personal growth opportunities; quality work experience
January 13, 2016	Elder banquet 40?	Prince Albert Friendship Centre	<ul style="list-style-type: none"> ❖ Need supports for Elders to gather and heal ❖ Need to heal Aboriginal population ❖ Addiction, grief, and anger are deep rooted ❖ Need to build better relations with non-Aboriginals ❖ Racism very persistent ❖ Need to help Youth, especially as they move to urban areas
January 20, 2016	Elder banquet 40	Saskatoon Friendship Centre	<ul style="list-style-type: none"> ❖ Homelessness, food security and poverty big issue ❖ Need more shelters and long term addictions rehab ❖ Violence is a major problem – culture lost – sense of self lost ❖ Create an Elder Council to provide guidance to Urban Systems and processes

DATE	PARTICIPANTS	FRIENDSHIP CENTRE	KEY FINDINGS
January 27, 2016	Elder banquet 40	Regina Friendship Centre	<ul style="list-style-type: none"> ❖ Create opportunity for Aboriginal Youth to: <ul style="list-style-type: none"> ❖ Mix with Elders; learn culture; express themselves ❖ Justice system a negative trap – get stuck ❖ Bring back traditional foods and medicines ❖ Create cultural competency in health system ❖ Create a ‘Tipi Greeter’ program for transition ❖ Need opportunities to heal
March 1, 2016	Prince Albert Grand Council Urban Services	Saskatoon	<ul style="list-style-type: none"> ❖ Education system not working – Youth graduate XII but do not have basic skills ❖ Being a part of a program creates supports – leads to program dependency – need outside supports/ community ❖ Science labs in schools not used – no quality science ❖ Biggest issues are drugs – prescription and street ❖ Need increased co-ordination between services ❖ Need healthy social gathering places
March 4, 2016	Executive Directors Friendship Centre	Prince Albert	<ul style="list-style-type: none"> ❖ Need support for cultural programming – foundation for positive paradigms ❖ Need opportunities for Youth to make good choices – feel hopeful – to feel included and valued – will lead to economic participation and reduced barriers ❖ Need quality housing – affordable and safe ❖ Need economic opportunities – new models

DATE	PARTICIPANTS	FRIENDSHIP CENTRE	KEY FINDINGS
March 18, 2016	Moose Jaw Regional Inter-sectoral Committee Executive	Moose Jaw	<ul style="list-style-type: none"> ❖ Need greater community collaboration & collective action ❖ Need to create opportunities for increased economic ties between Aboriginal and non-Aboriginal citizens ❖ Need better population data – current trend to under-declare ❖ Need to increase community cultural understanding ❖ Will is strong but need plan – how to?
March 23, 2016	Family Gathering	Regina	<ul style="list-style-type: none"> ❖ Over 80% of participants have struggled with addictions ❖ Over 80% feel quality of life would improve with improved relations with family and culture ❖ Getting more education, skills, work experience is priority ❖ Social healthy family recreation – affordable is key ❖ Staying healthy as a person – healing critical
April, 2015	22 Organizations - Prince Albert Community Services Study	Prince Albert	<ul style="list-style-type: none"> ❖ Demand far exceeds current ability to provide quality responsive services ❖ Resources could be much more effectively utilized with increased collaboration ❖ Funding within service sector very competitive ❖ Need new service directory - current one over 10 years old and not accurate

APPENDIX D

DETAILED ENGAGEMENT RESULTS

COLLEGE STUDENT INITIATIVE WINNERS

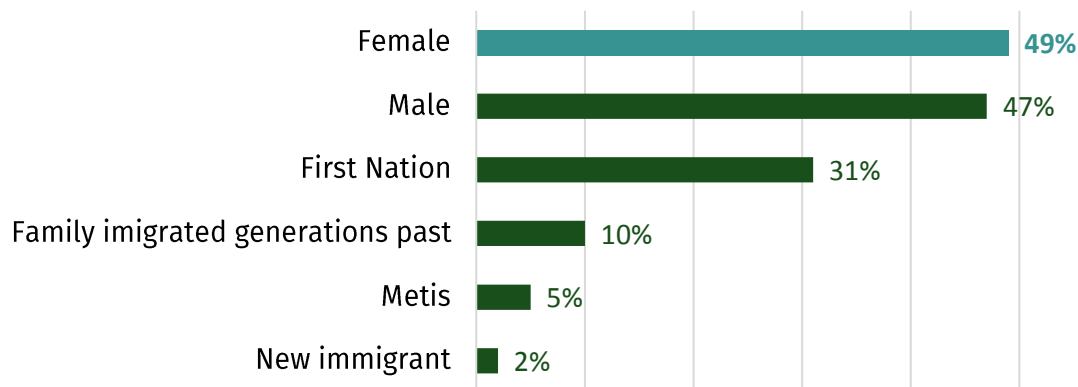
NAME OF COLLEGE	\$100 GIFT CARD WINNER	COMMUNITY	\$50 GIFT CARD WINNER	COMMUNITY
Nortep	Debra Dee	Air Ronge	Roberta Tomkins	La Ronge
Dumont Technical institute	Mavis Thomas	Lloydminster	Carmen Laliberte	Ile a la Cross
Itep	Delma Sanderson	James Smith/ Saskatoon	Christy Thunderchild	Saskatoon
Sk Polytech Pa	Tammy Mckenzie	Prince Albert		
Carlton Trail College	Athena Ballentyne	Wynyard		
Northwest College	Gabriel Arcand	Big River	Nyles McKay	Meadow Lake
Parkland College	Trina Yuzicapi	Ft Quappelle	Joseph Charles Obey	Ft Quappelle
Northlands College	Cassandra Gullickson	Buffalo Narrows	Brenda Bear	Sandy Bay
Cumberland College	Angela Squirrel	Tisdale	Kandis Taniskishaynew	Yellow Quill

OVERALL 9 COLLEGES PARTICIPATED AND 164 COLLEGE STUDENTS PROVIDED THEIR INPUT INTO ISSUES AFFECTING ABORIGINAL PEOPLE IN THE AREAS IN WHICH THEY LIVE. THE COLLEGE DRAWN FOR THE COLLEGE ARTWORK PRIZE WAS NORTHWEST REGIONAL COLLEGE! NORTHWEST IS AWARDED A SET OF ERNIE SCHOLS PRINTS.

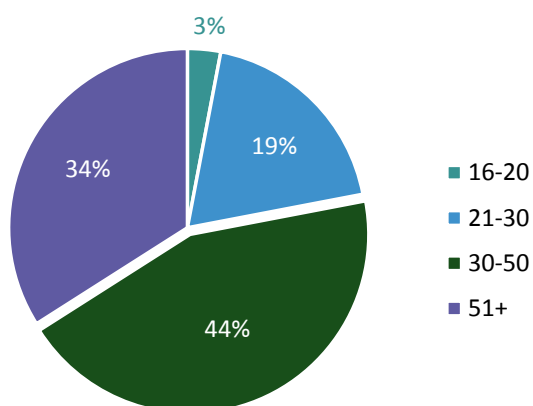


DEMOGRAPHICS

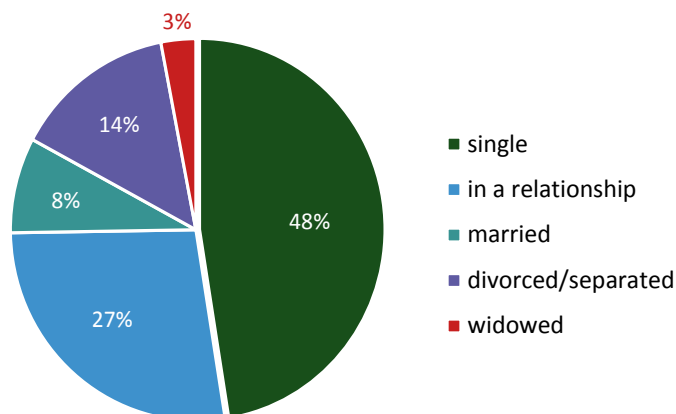
How do you describe your identity?



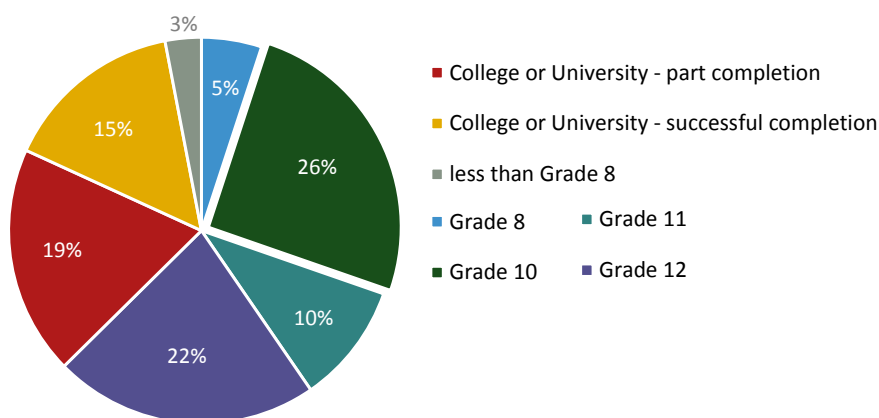
What is your age range?



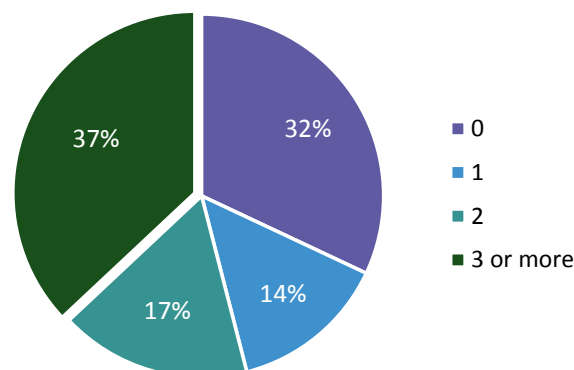
What is your relationship status?



What is your highest level of education?

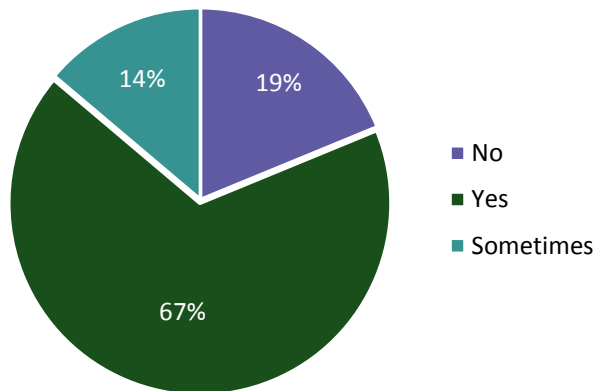


How many children do you have?

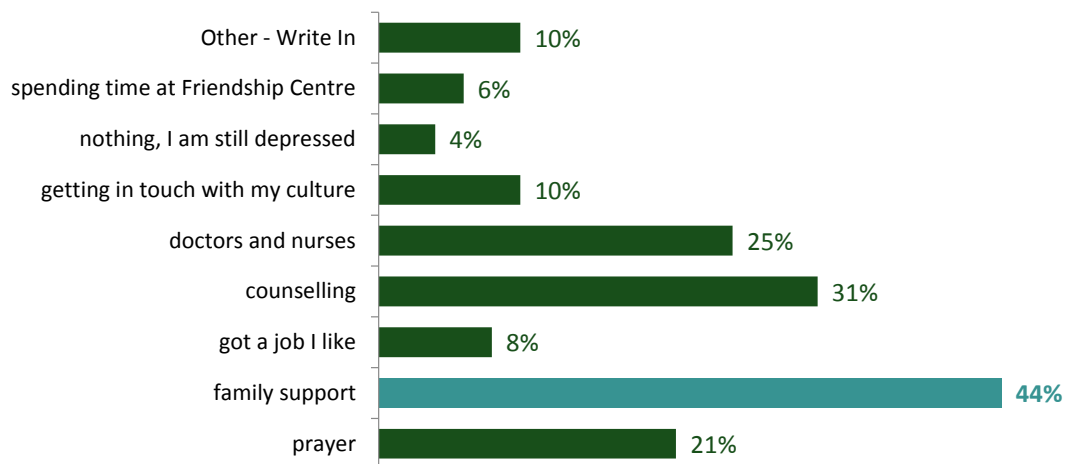


☹️ DEPRESSION

Have you, or anyone close to you, ever felt depressed?



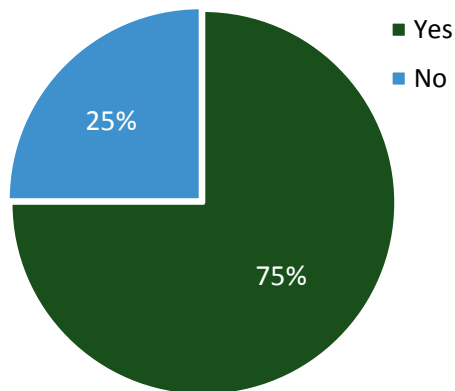
What helped you deal with the depression?



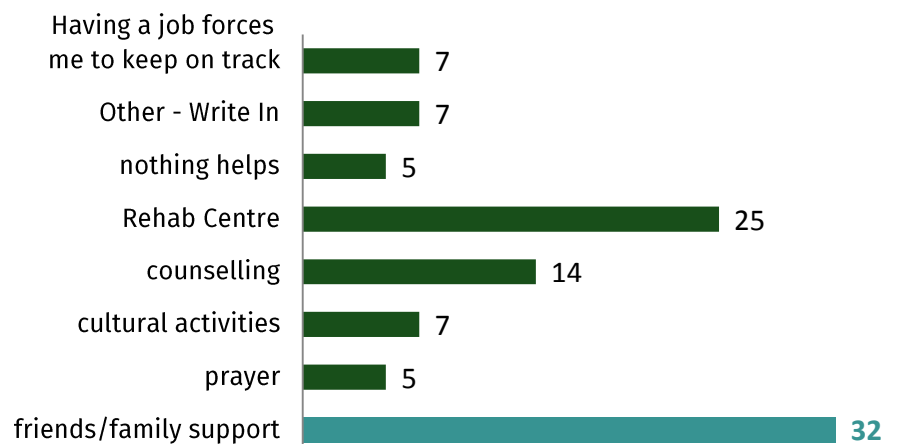


ADDICTION

Have you, or anyone close to you, ever suffered with addiction(s)?

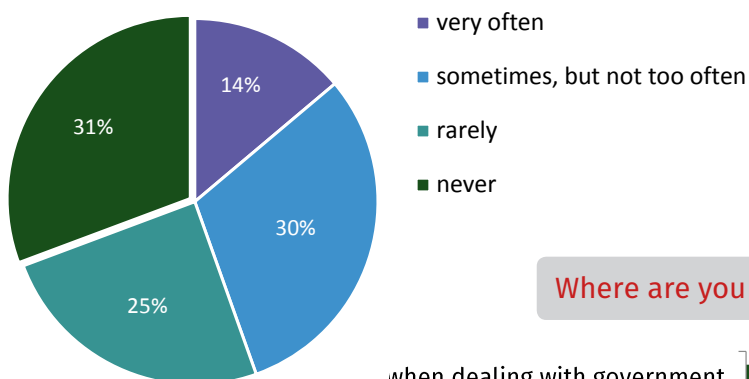


What helped you deal with the addiction?

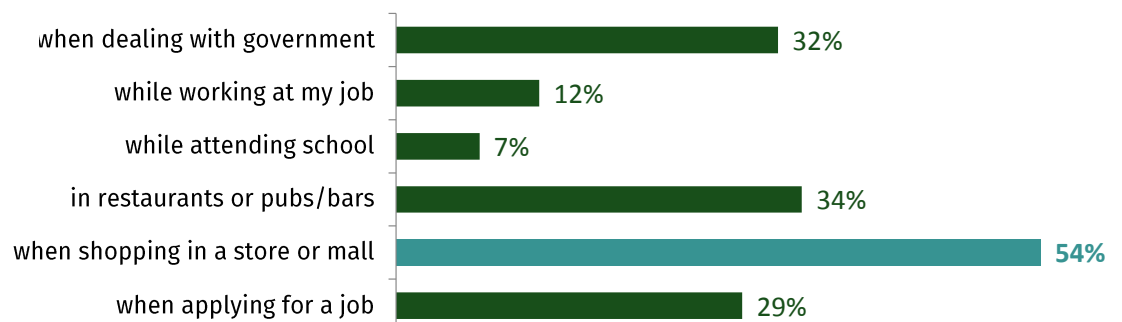


DISCRIMINATION

How often, if at all, do you face racism or discrimination?

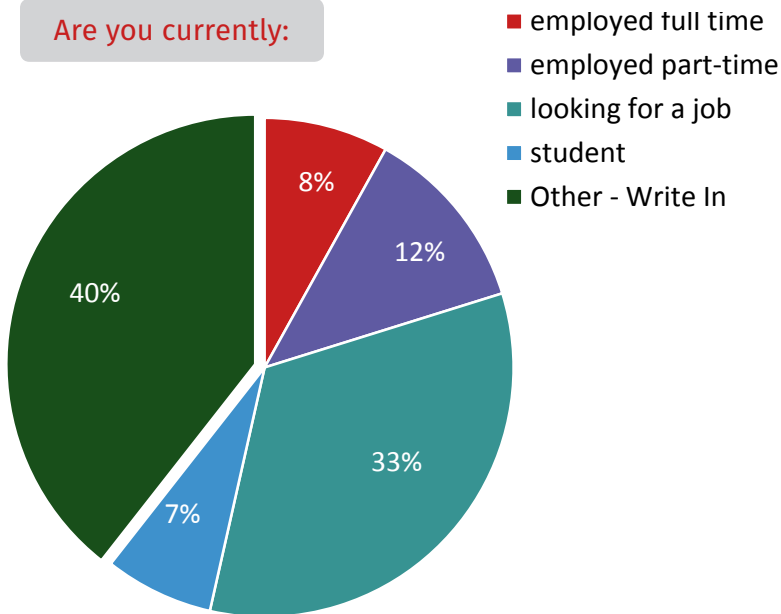


Where are you most likely to experience racism?

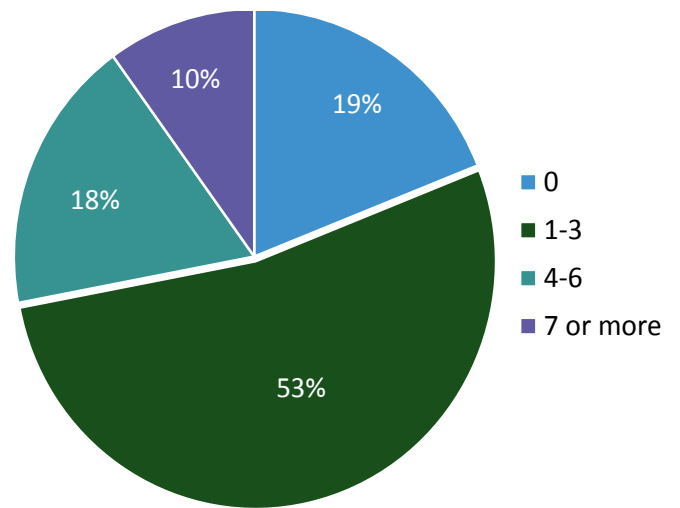


ECONOMIC INCLUSION

Are you currently:



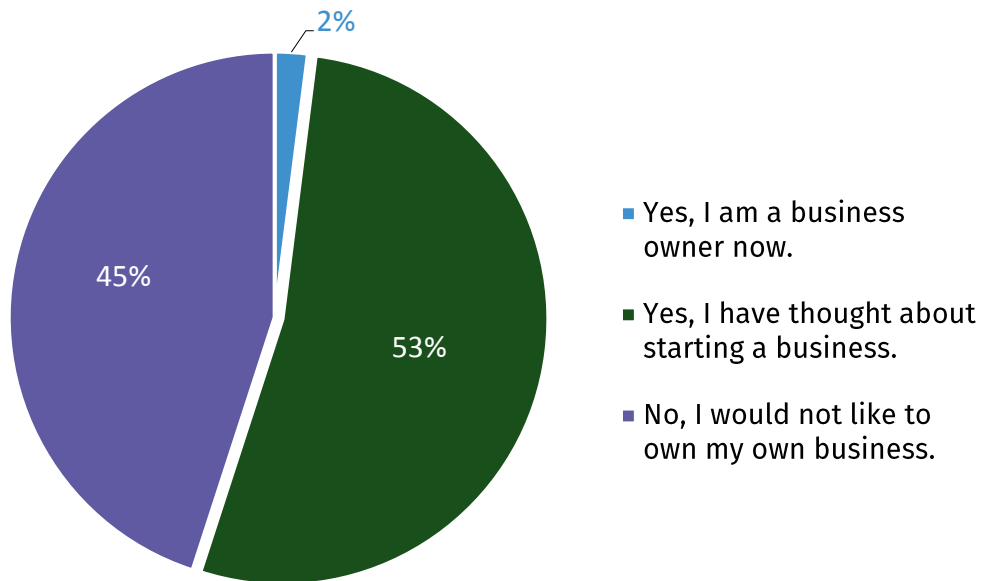
How many jobs have you had in the past year?



Which of the following would help you find the job you are looking for?



Have you ever considered owning your own business?

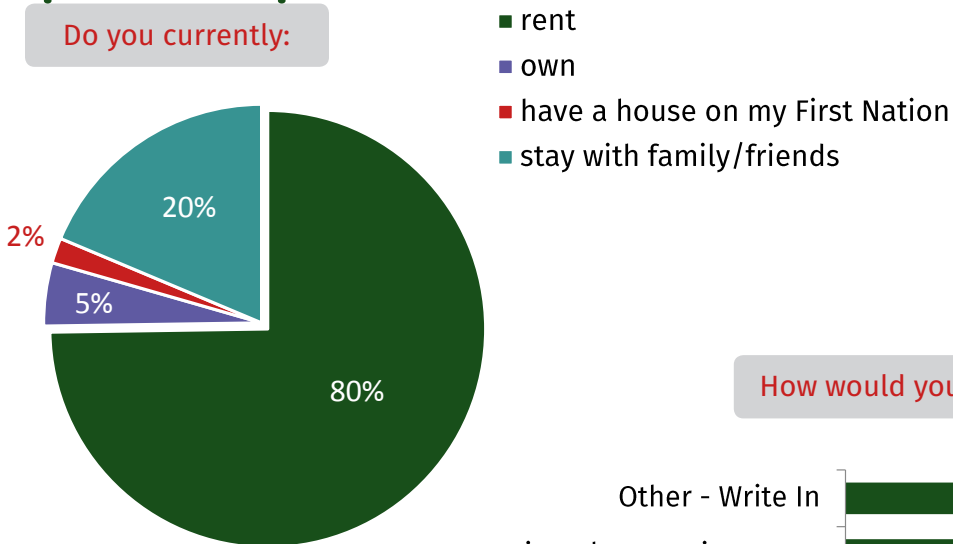


What would be most helpful in getting your business going?

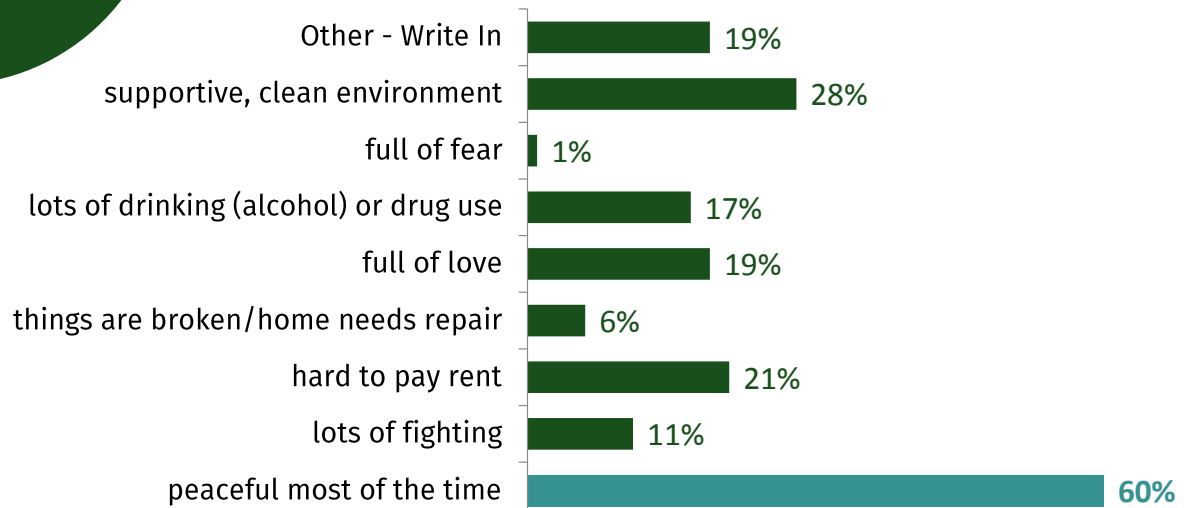


HOUSING

Do you currently:



How would you describe your housing situation?



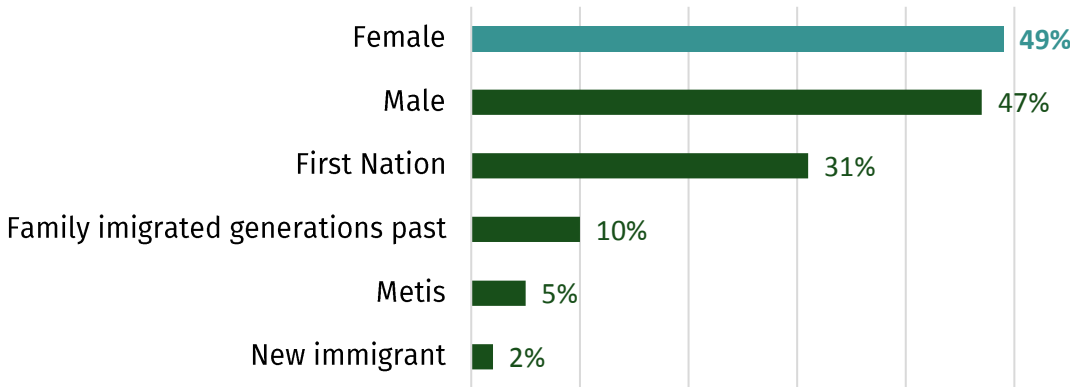
What are the greatest challenges people face when moving to the City?



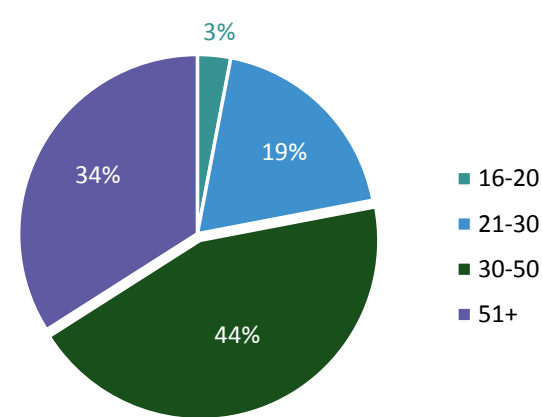


DEMOGRAPHICS

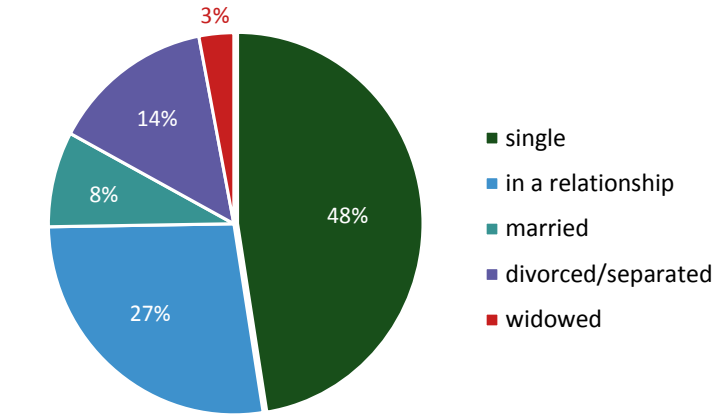
How do you describe your identity?



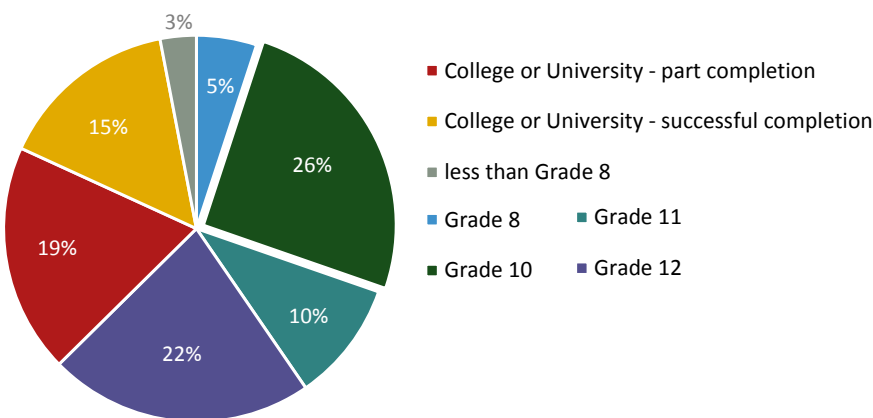
What is your age range?



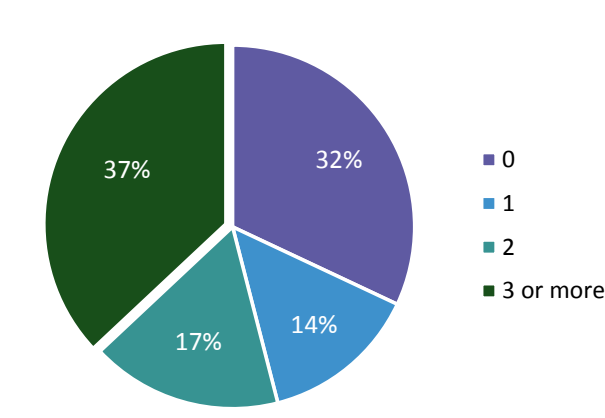
What is your relationship status?



What is your highest level of education?

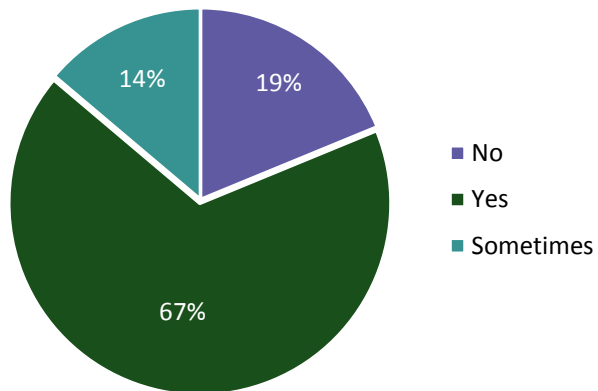


How many children do you have?

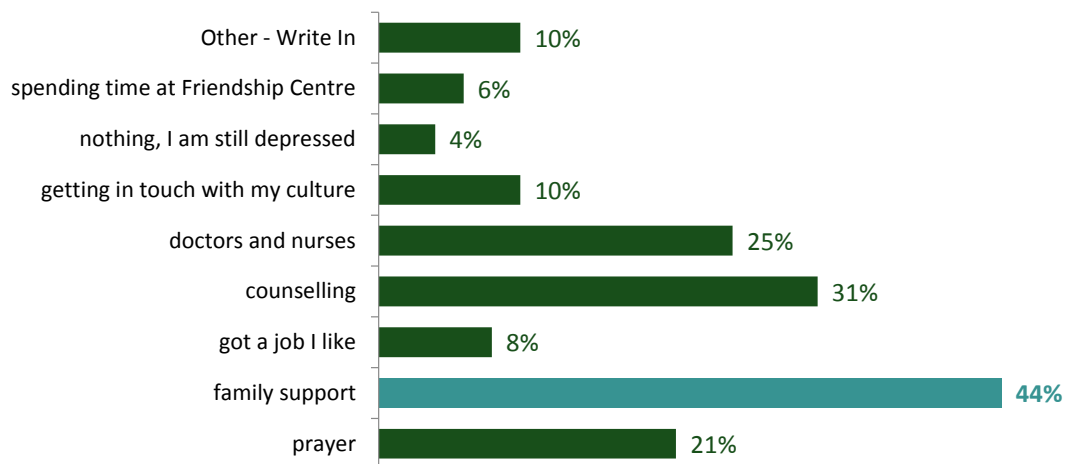


☹️ DEPRESSION

Have you, or anyone close to you, ever felt depressed?



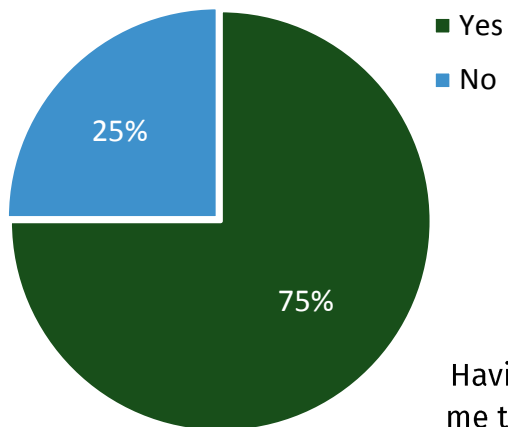
What helped you deal with the depression?



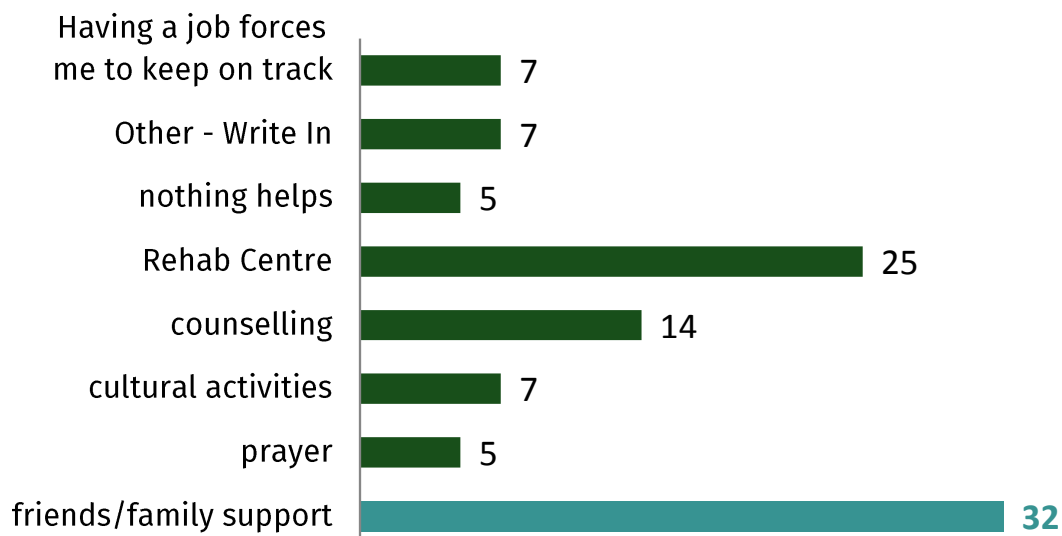


ADDICTION

Have you, or anyone close to you, ever suffered with addiction(s)?

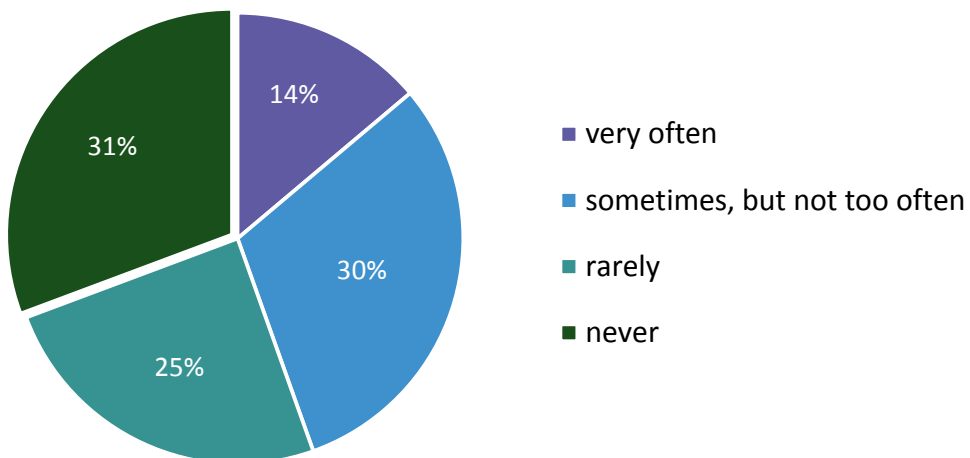


What helped you deal with the addiction?

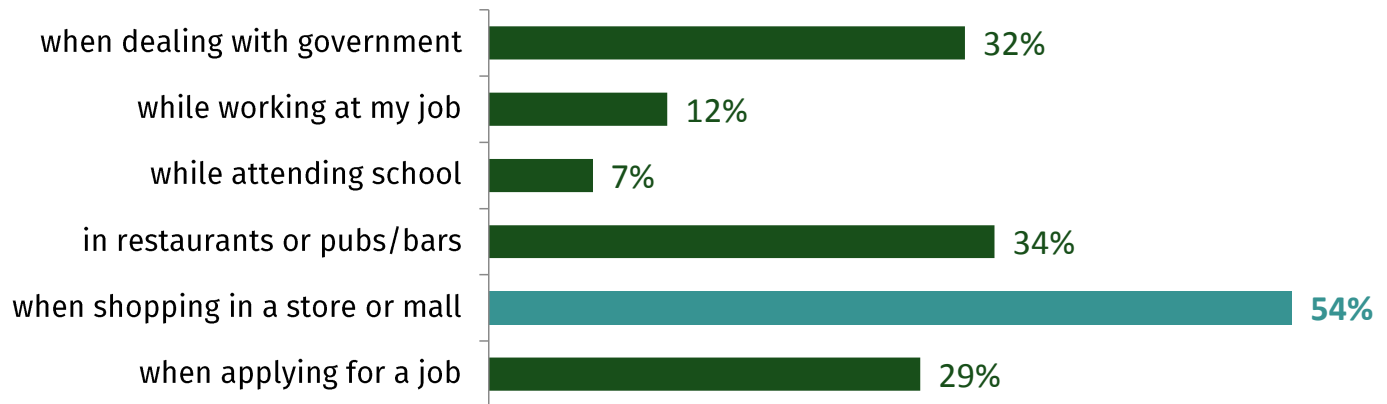


DISCRIMINATION

How often, if at all, do you have racism or discrimination?

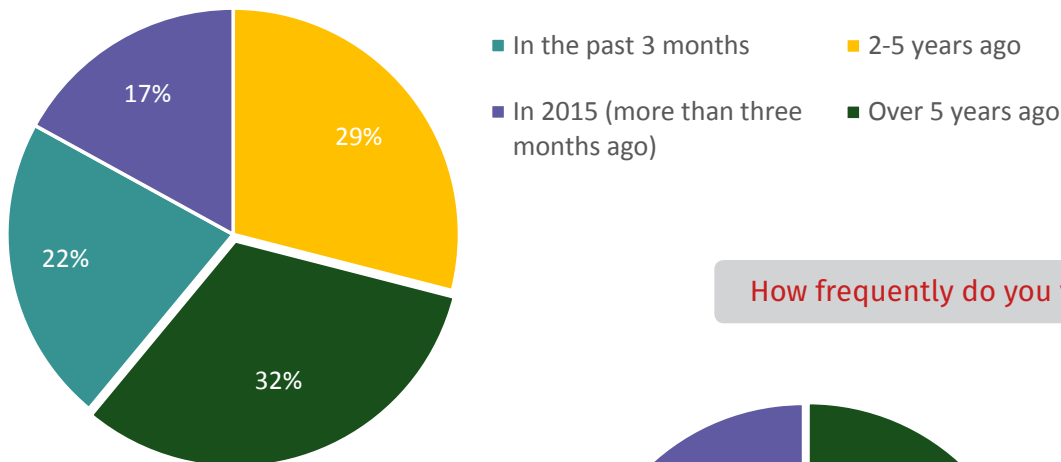


Where are you most likely to experience racism?

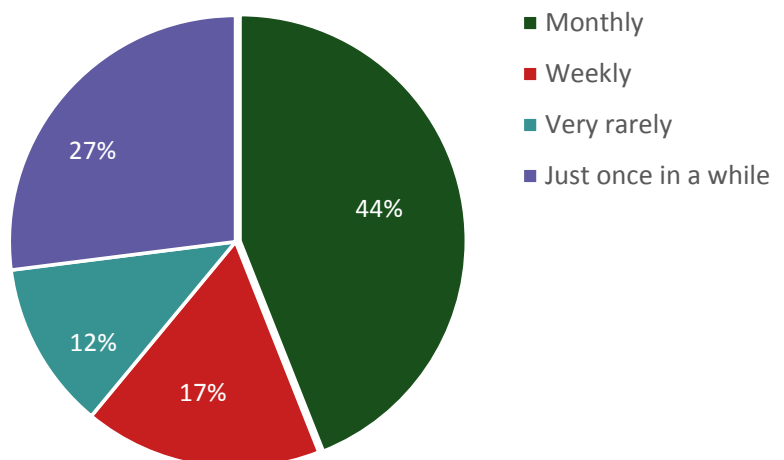


FOOD BANK USE

When was the first time you visited the food bank?

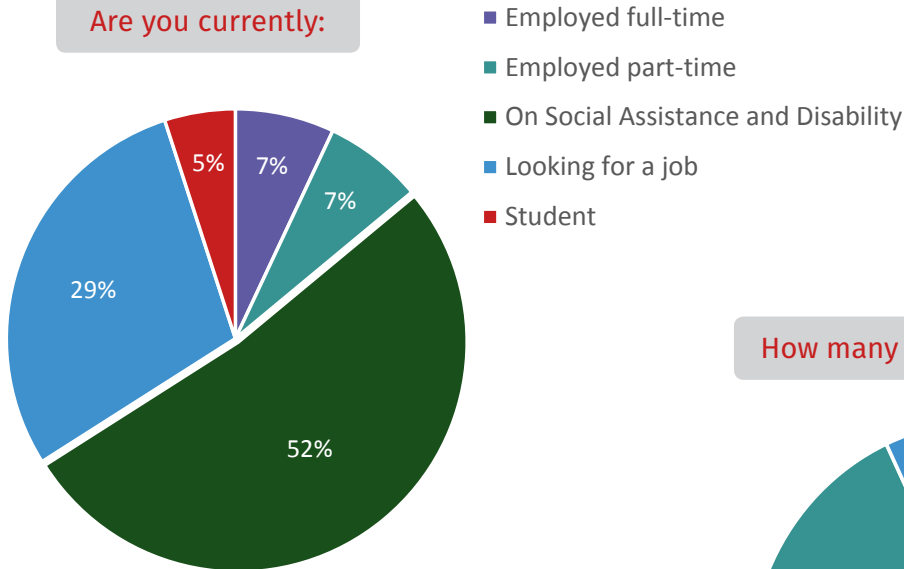


How frequently do you visit the food bank?

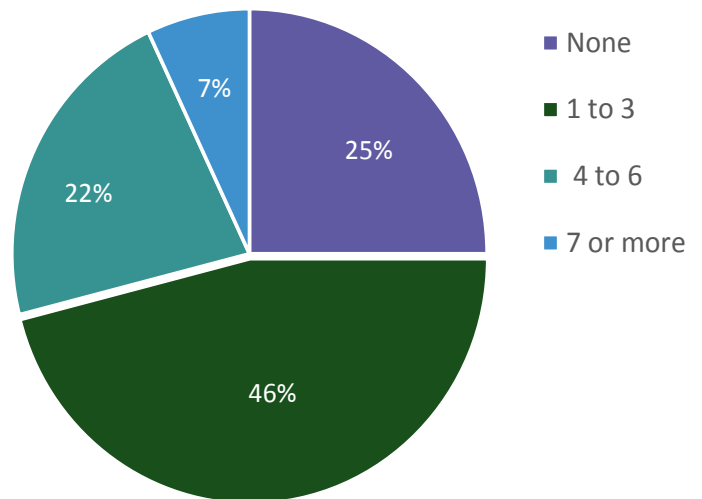


ECONOMIC INCLUSION

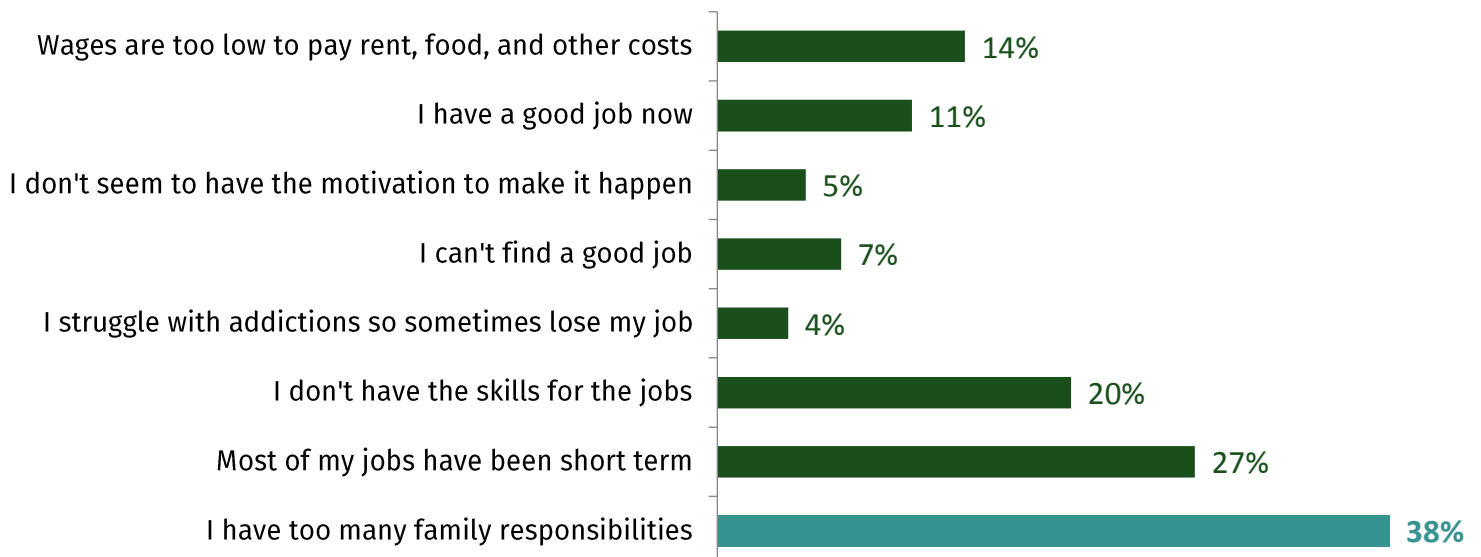
Are you currently:



How many jobs have you had in the past 5 years?



Which of the following best describes your situation?

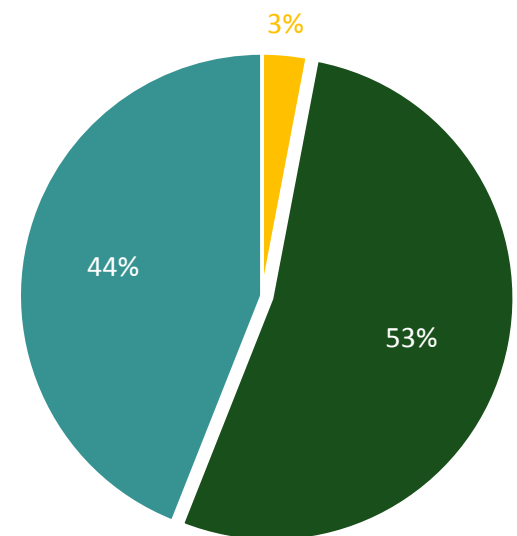


Which of the following would help you find the job you are looking for?

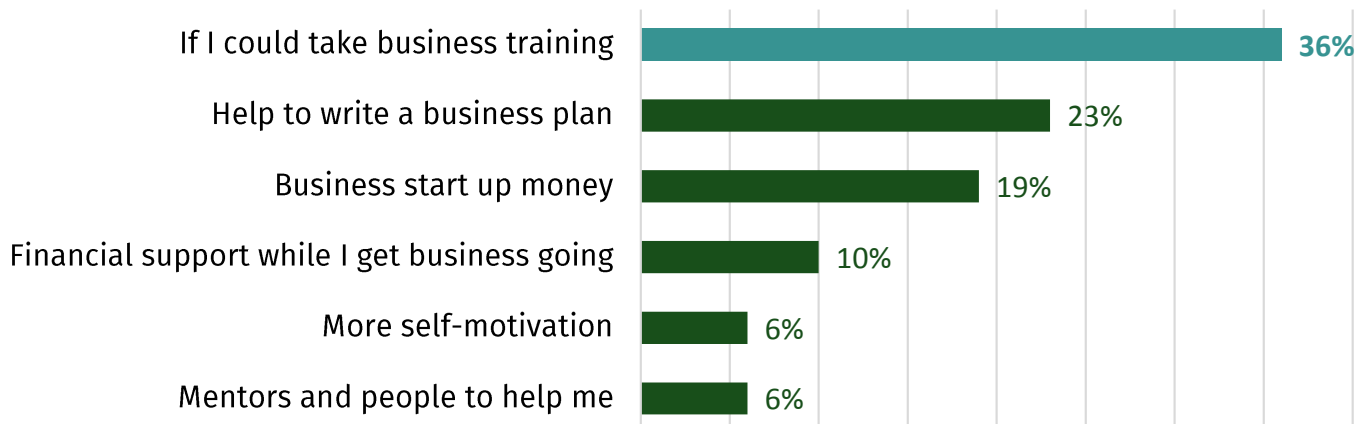


Have you ever considered owning your own business?

- Yes, I am a business owner now.
- Yes, I have thought about starting a business.
- No, I would not like to own my own business.



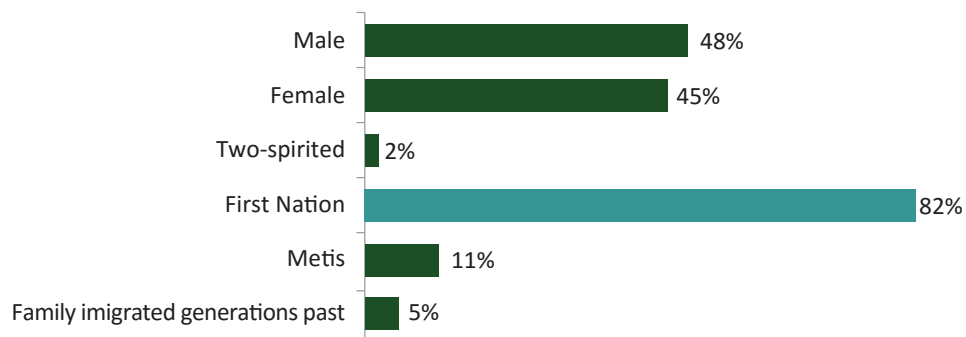
What would be most helpful in getting your business?



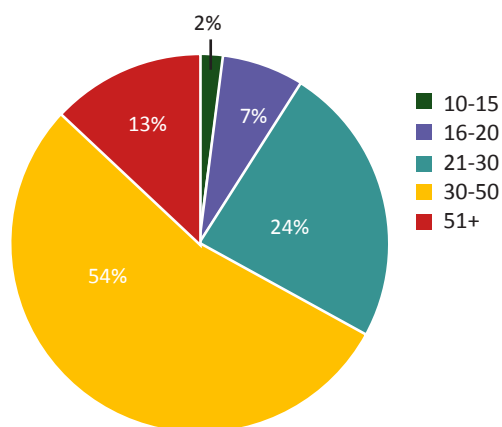


DEMOGRAPHICS

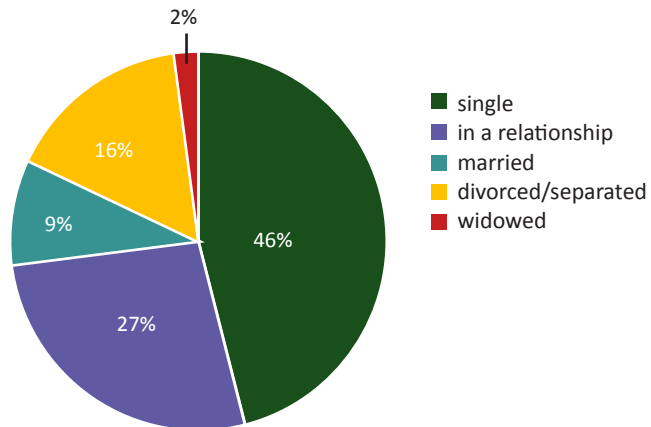
How do you describe your identity?



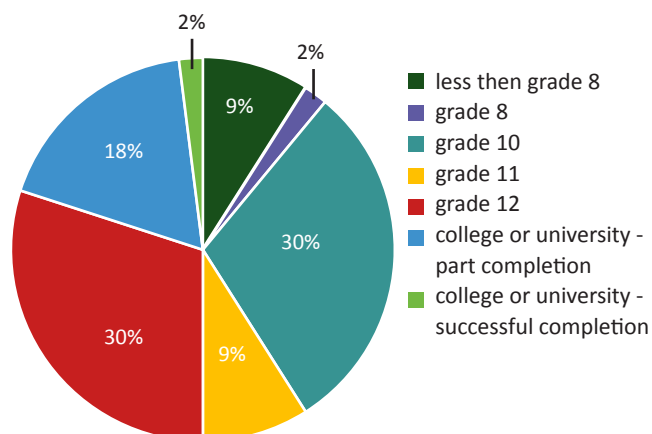
What is your age range?



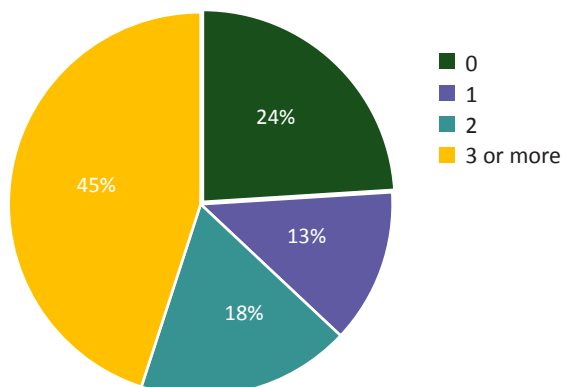
What is your relationship status?



What is your highest level of education?

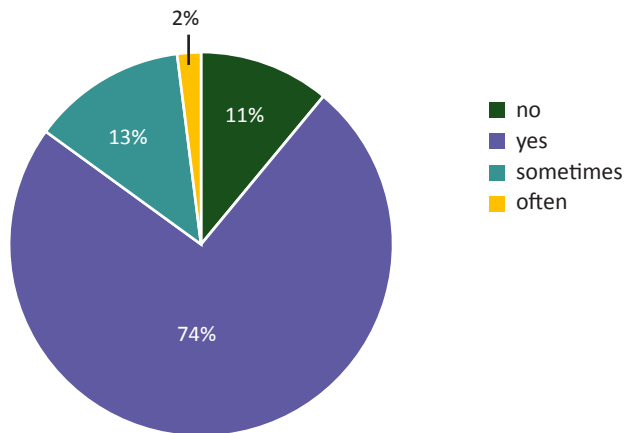


How many children do you have?

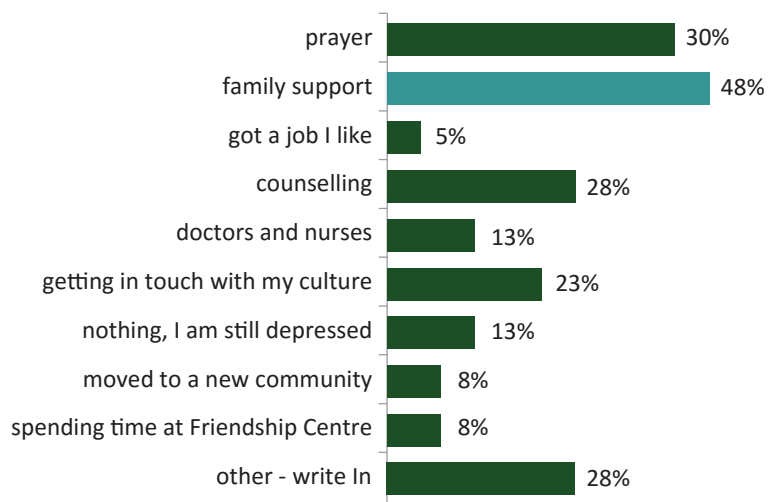


☹️ DEPRESSION

Have you, or anyone close to you, ever felt depressed?



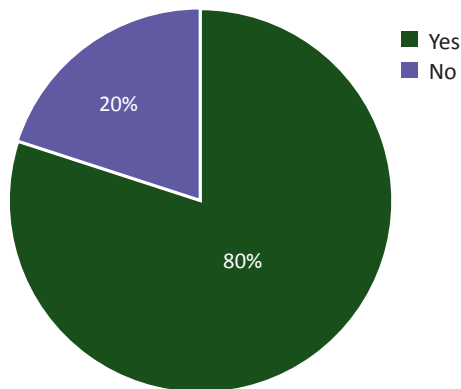
What helped you deal with the depression?



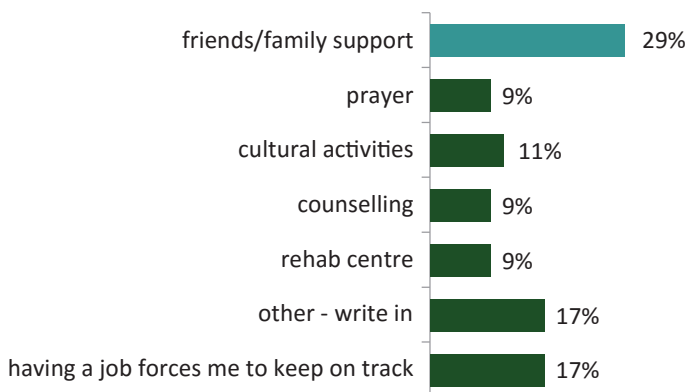


ADDICTION

Have you, or anyone close to you, ever suffered with addiction(s)?

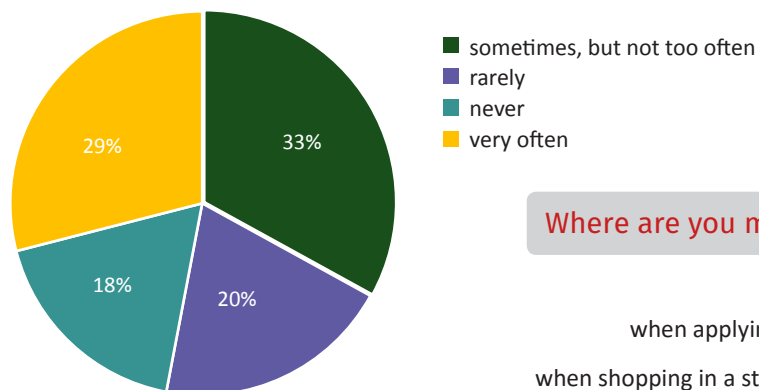


What helped you deal with the addiction?

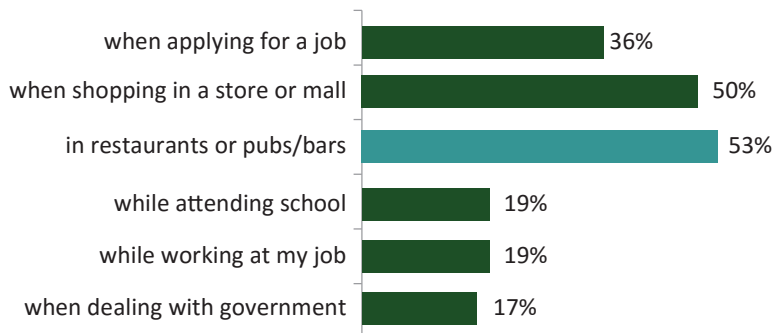


DISCRIMINATION

How often, if at all, do you face racism or discrimination?

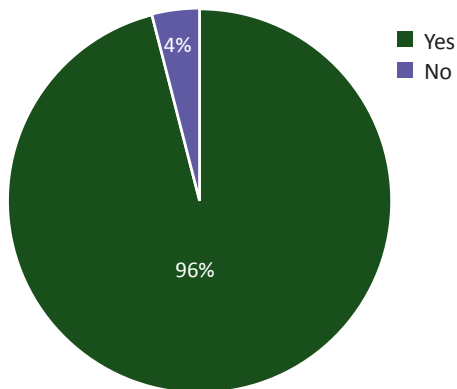


Where are you most likely to experience racism?

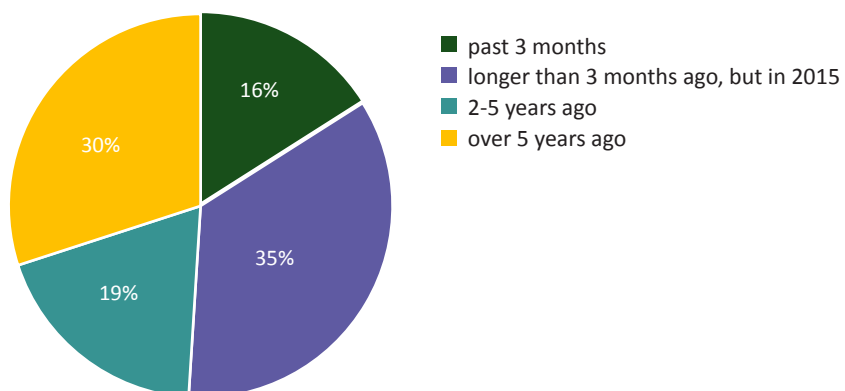




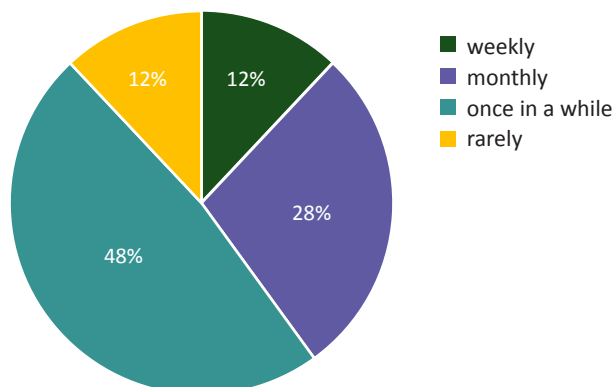
Have you ever visited a food bank?



When was the first time you visited a food bank?

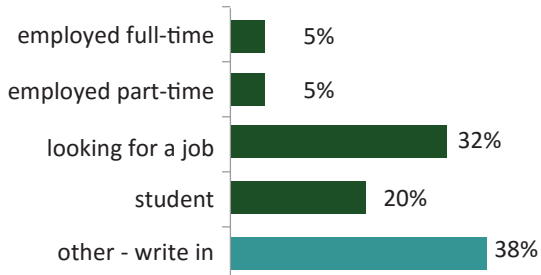


How frequently do you (or did you) visit a food bank?

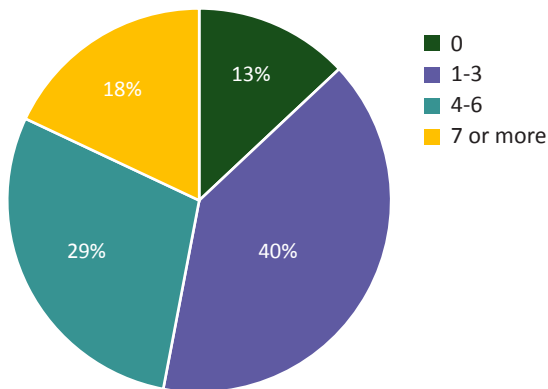


ECONOMIC INCLUSION

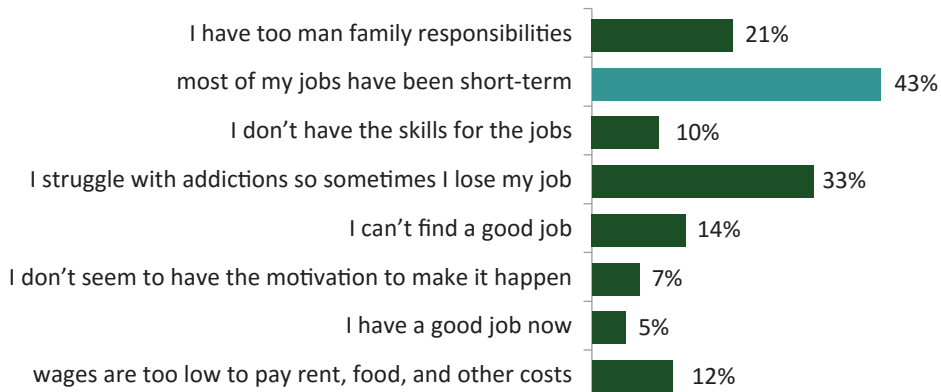
Are you currently:



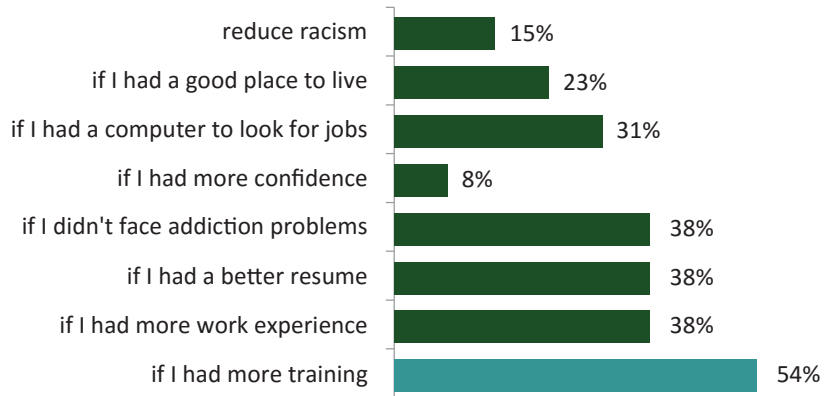
How many jobs have you had in the past 5 years?



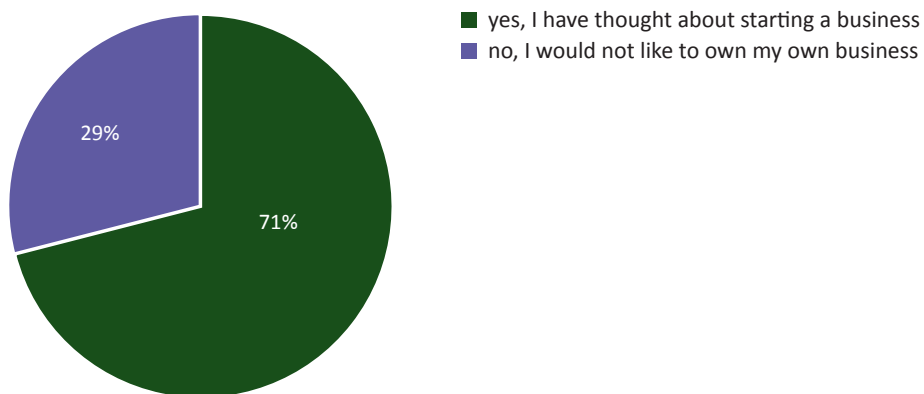
Which of the following best describes your situation regarding work?



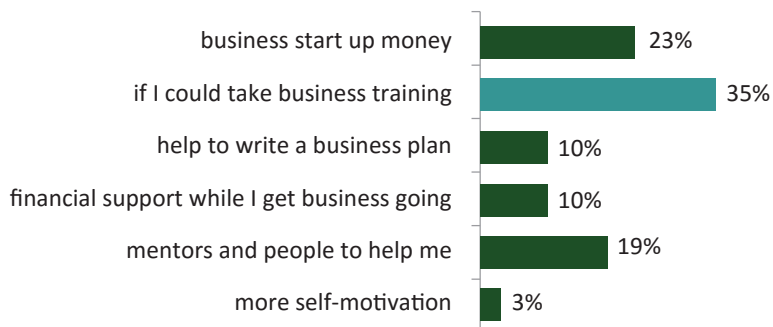
Which of the following would help you find the job you are looking for?



Have you ever considered owning your own business?

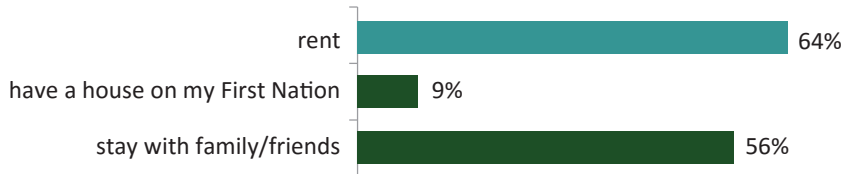


What would be most helpful in getting your business going?

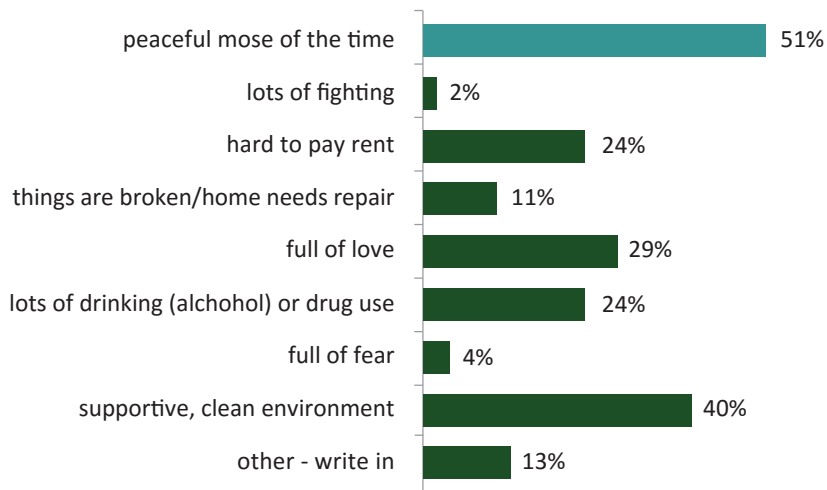


HOUSING

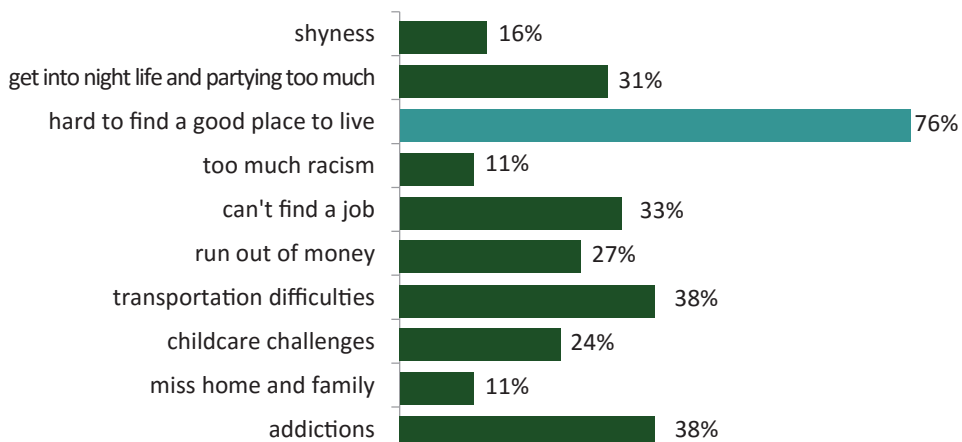
How would you describe your housing situation?



How would you describe your home situation?



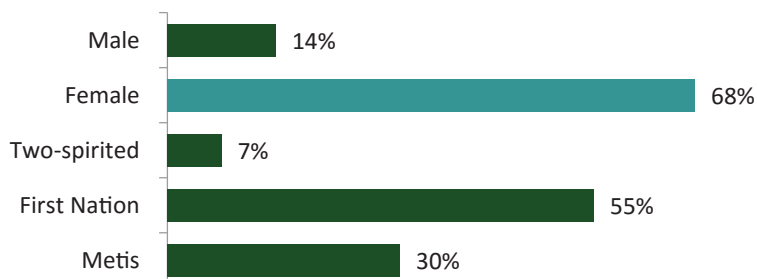
What are the greatest challenges people face when moving to the city?



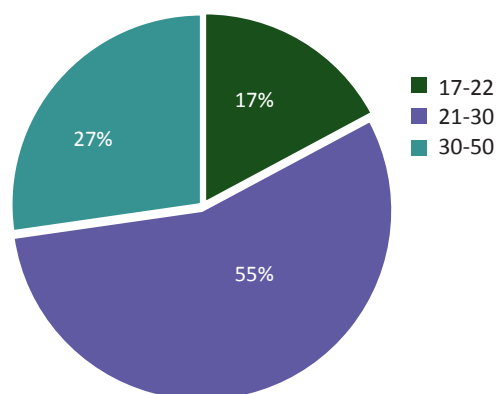


DEMOGRAPHICS

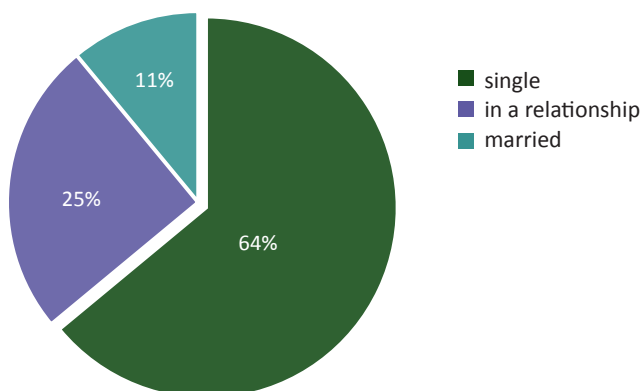
How do you describe your identity?



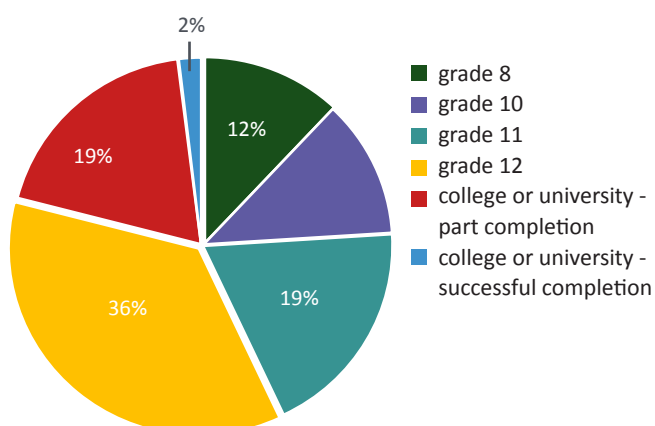
What is your age range?



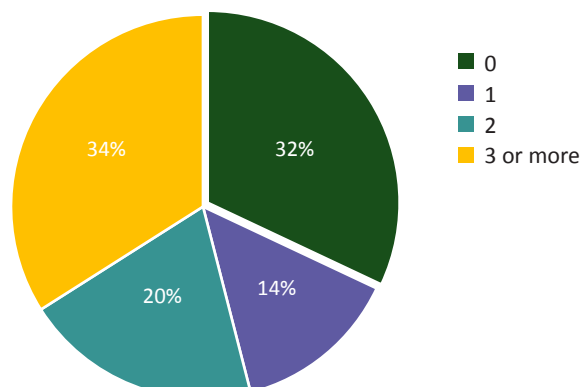
What is your relationship status?



What is your highest level of education?

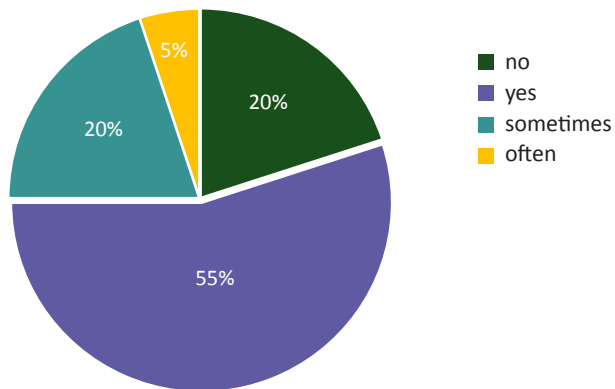


How many children do you have?

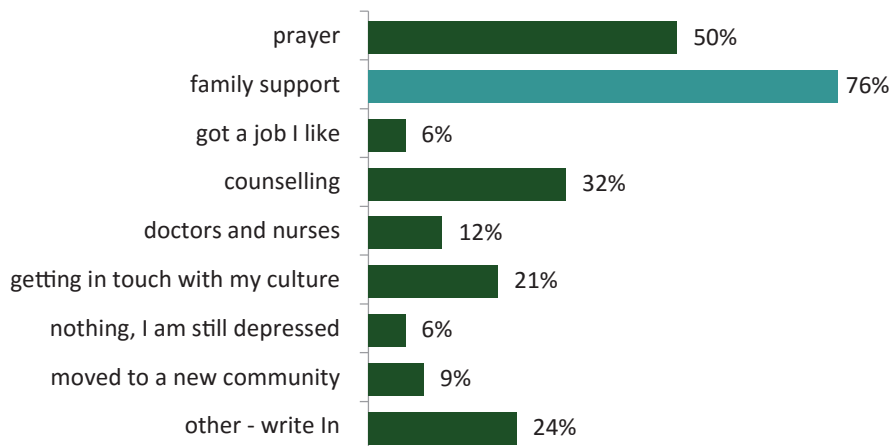


☹️ DEPRESSION

Have you, or anyone close to you, ever felt depressed?



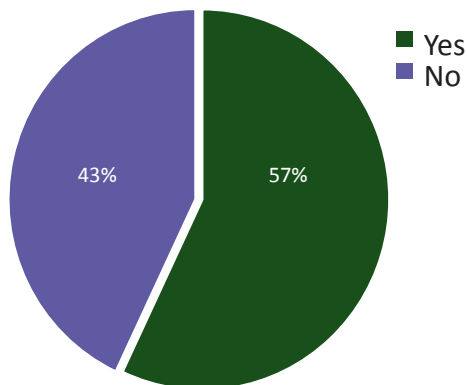
What helped you deal with the depression?



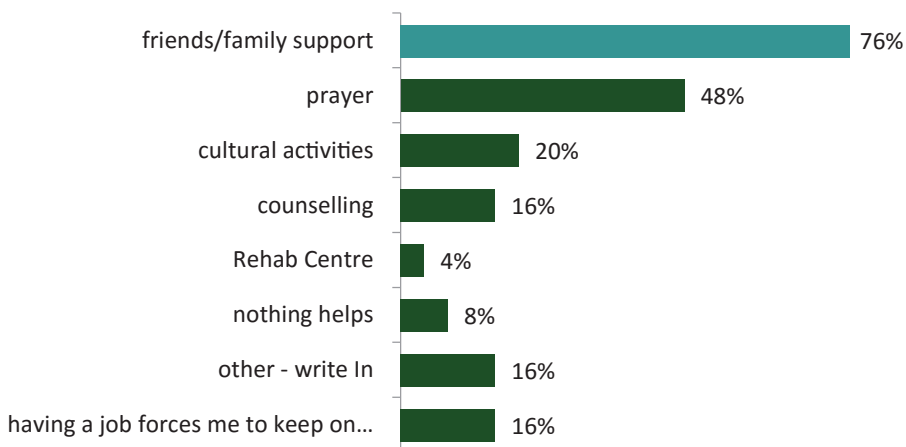


ADDICTION

Have you, or anyone close to you, ever suffered with addiction(s)?

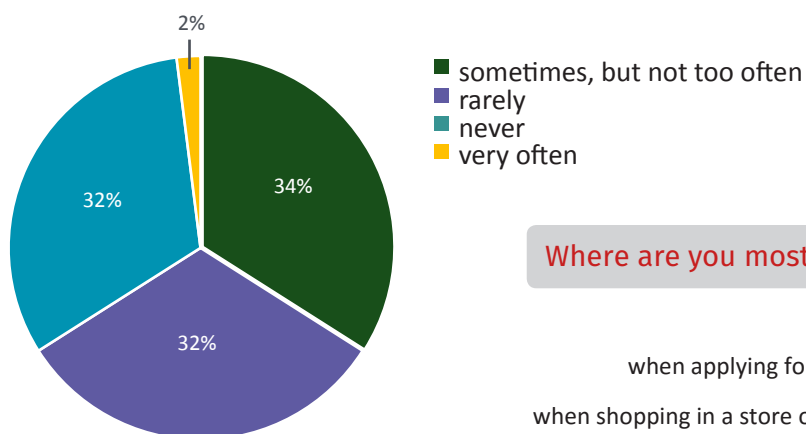


What helped you deal with the addiction?

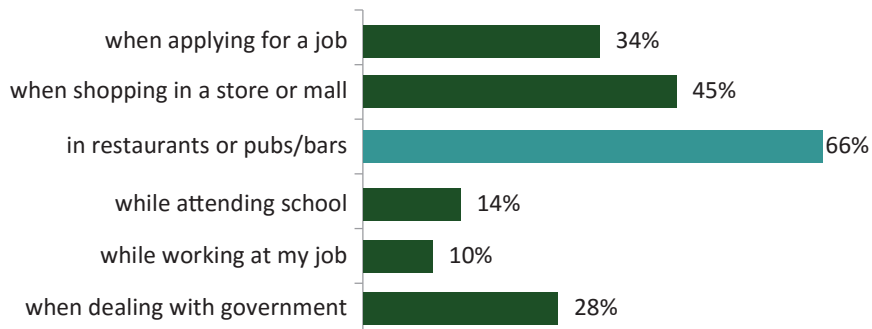


DISCRIMINATION

How often, if at all, do you face racism or discrimination?

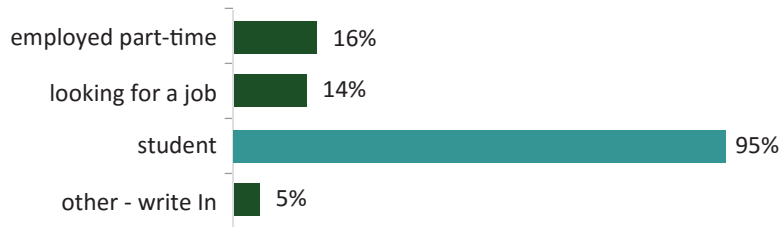


Where are you most likely to experience racism?

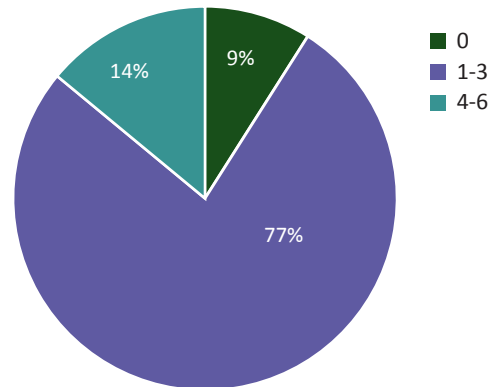


ECONOMIC INCLUSION

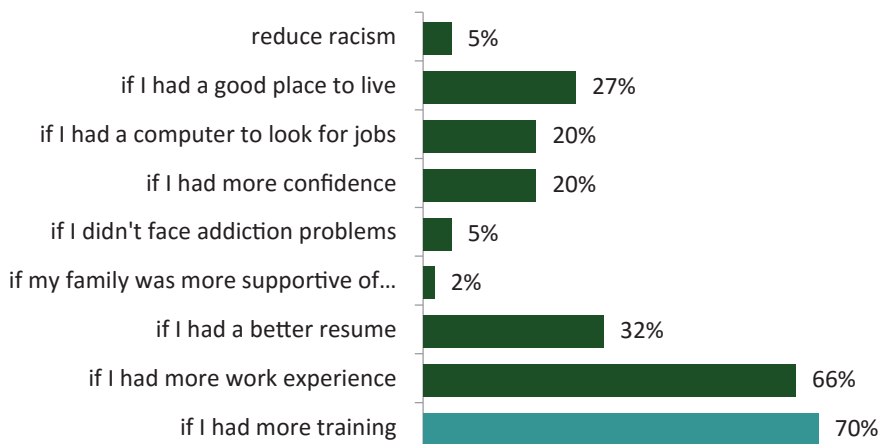
Are you currently:



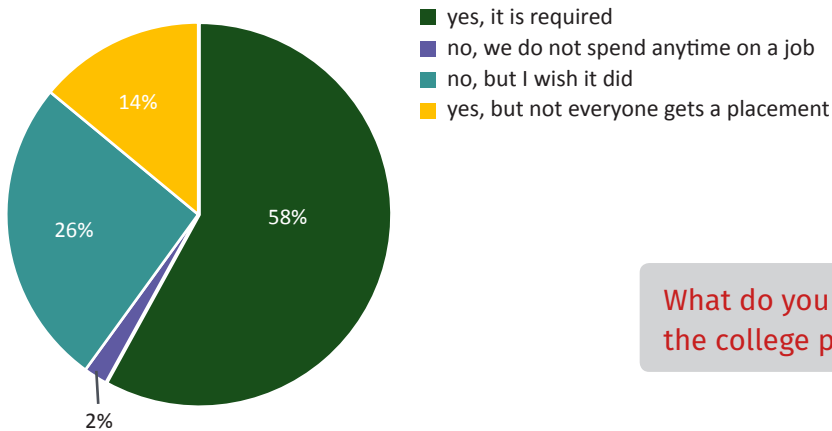
How many jobs have you had in the past 5 years?



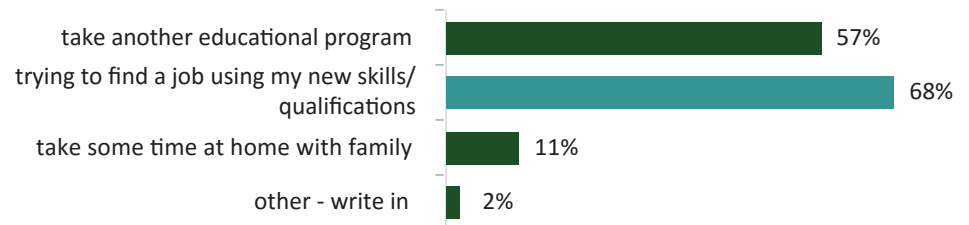
Which of the following would help you find the job you are looking for?



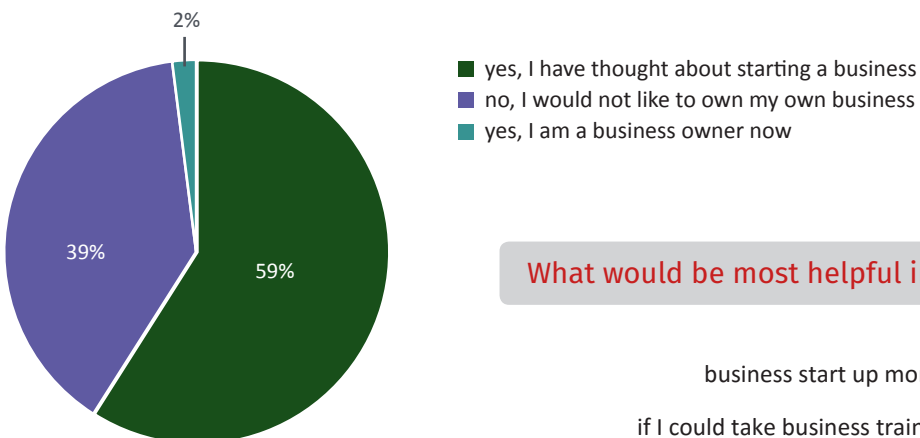
Does the college program you are currently taking offer a work placement or work experience opportunity?



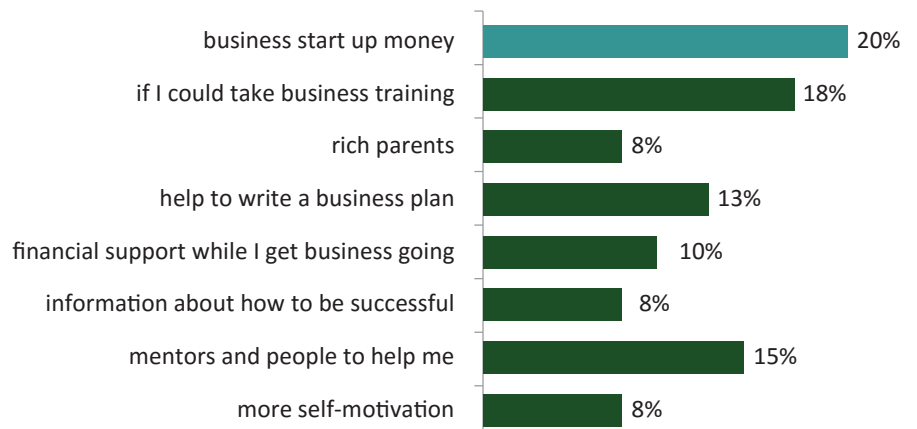
What do you hope to do once you successfully complete the college program you are currently taking?



Have you ever considered owning your own business?

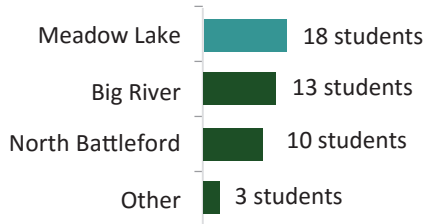


What would be most helpful in getting your business going?

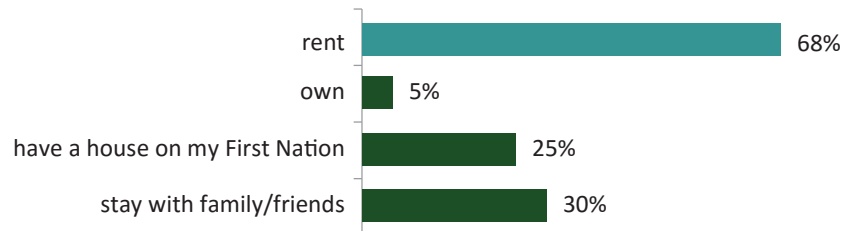


HOUSING

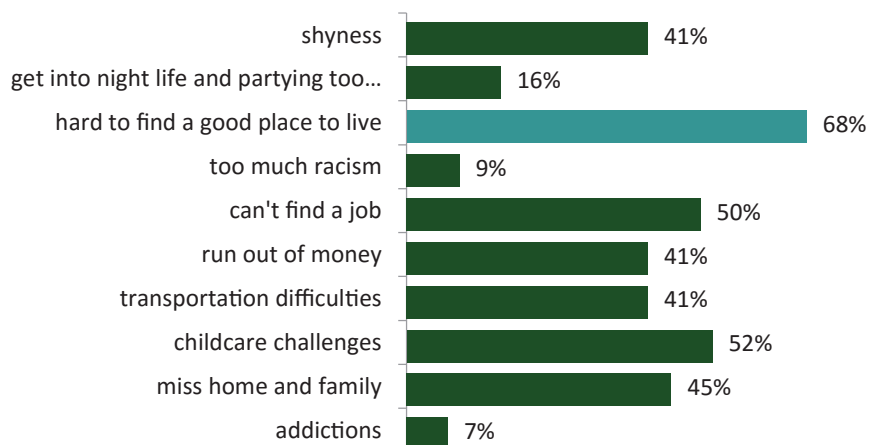
Where do you live:



How would you describe your housing situation?

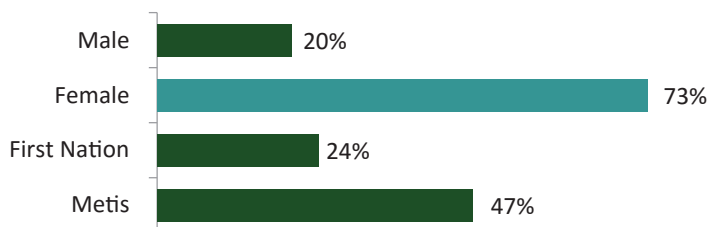



What are the greatest challenges people face when moving to the city?

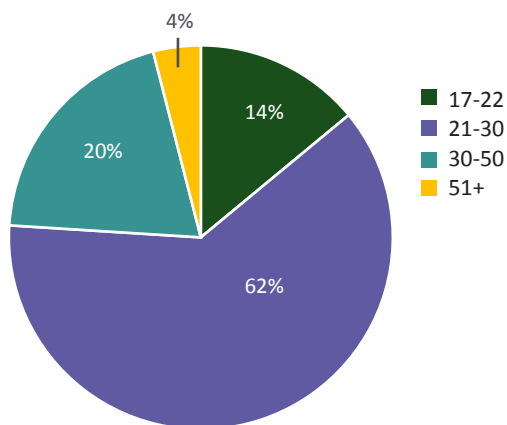


DEMOGRAPHICS

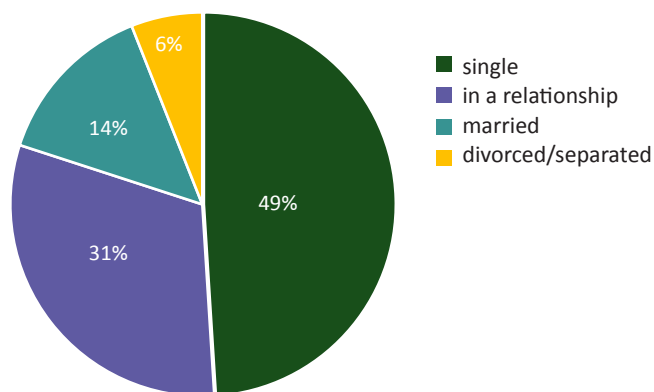
 How do you describe your identity?



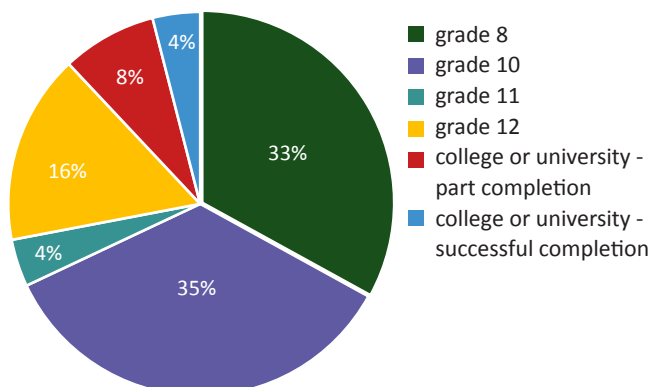
 What is your age range?



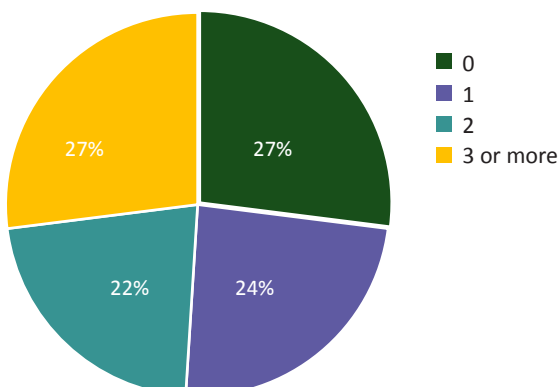
 What is your relationship status?



 What is your highest level of education?

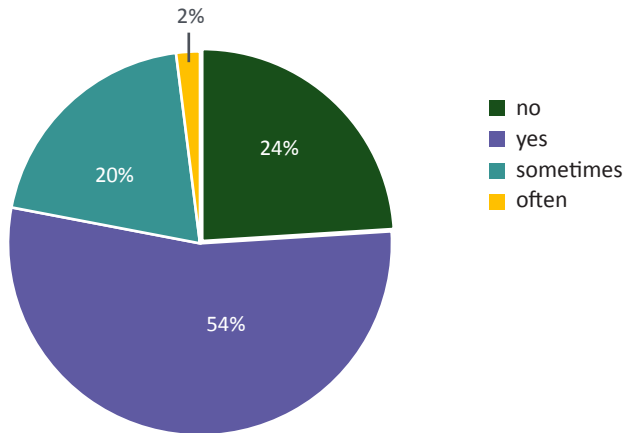


 How many children do you have?

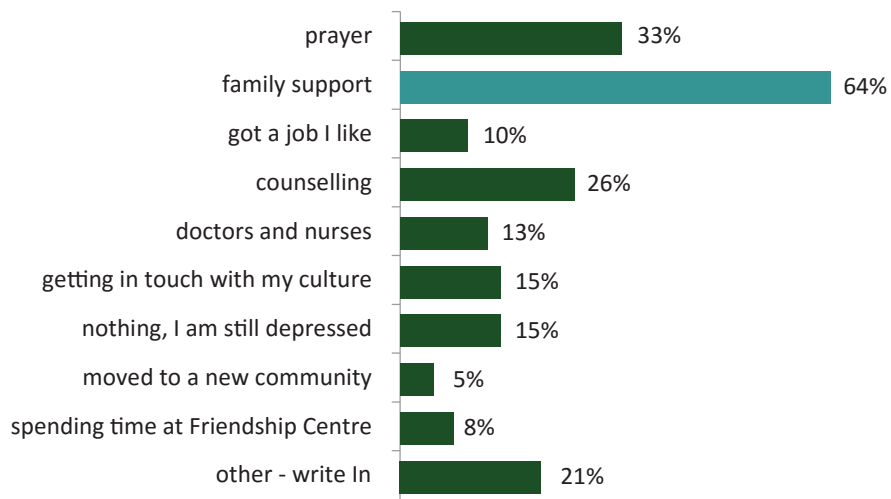


☹️ DEPRESSION

Have you, or anyone close to you, ever felt depressed?



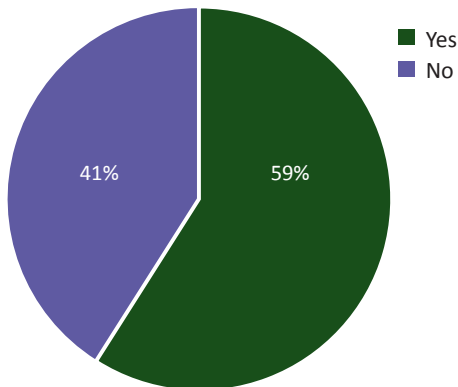
What helped you deal with the depression?



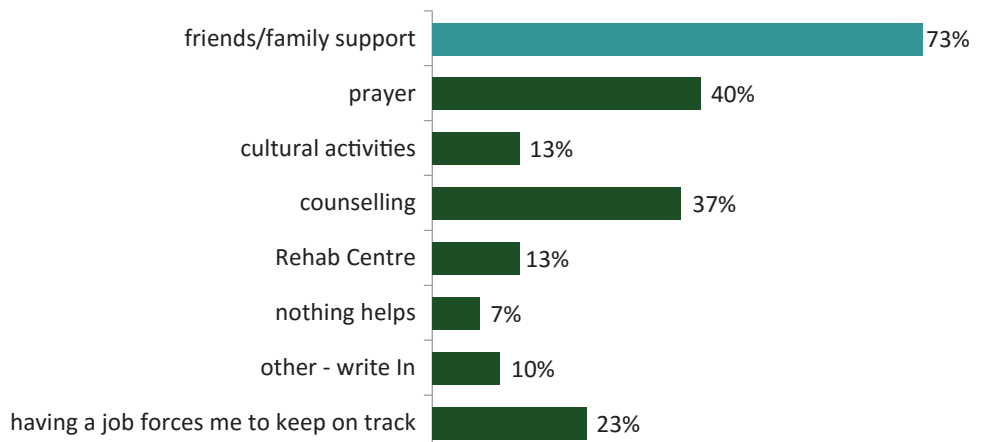


ADDICTION

Have you, or anyone close to you, ever suffered with addiction(s)?

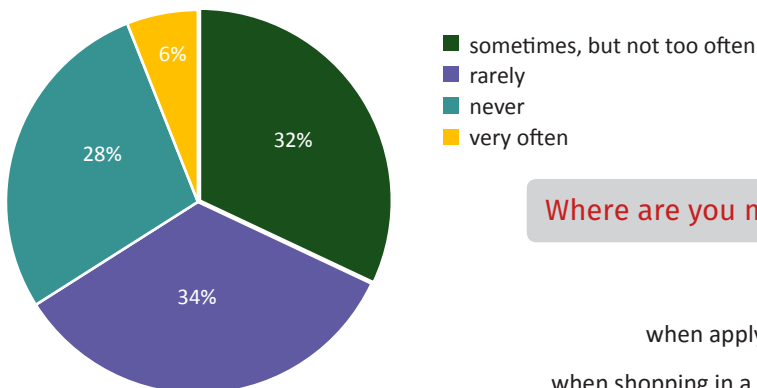


What helped you deal with the addiction?

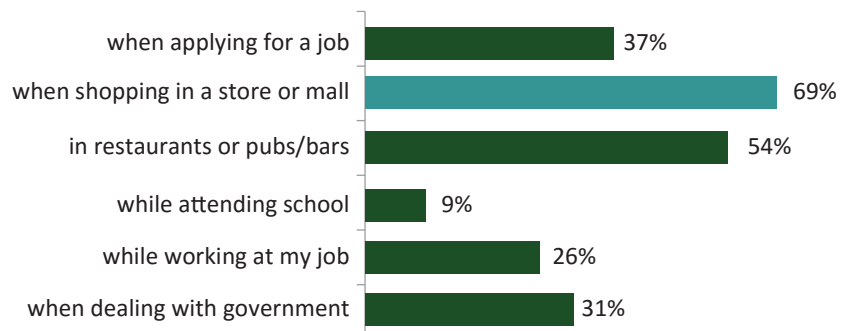


DISCRIMINATION

How often, if at all, do you face racism or discrimination?

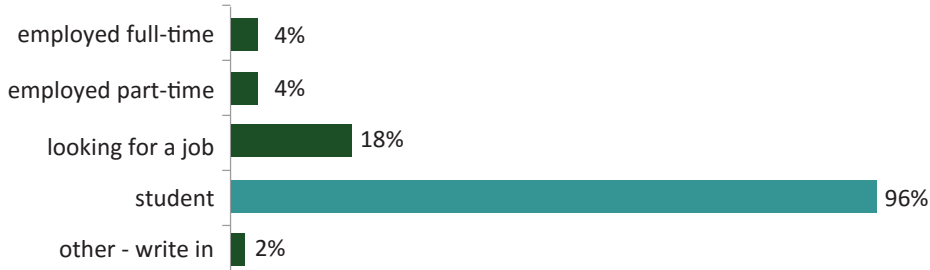


Where are you most likely to experience racism?

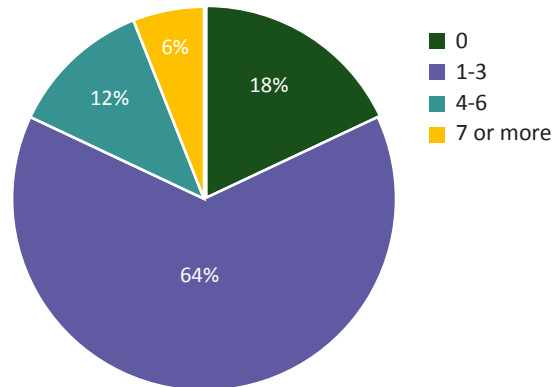


ECONOMIC INCLUSION

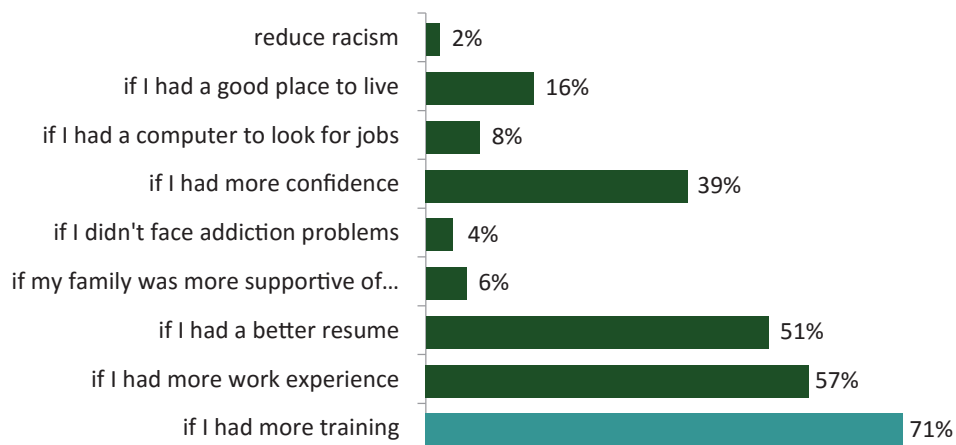
Are you currently:



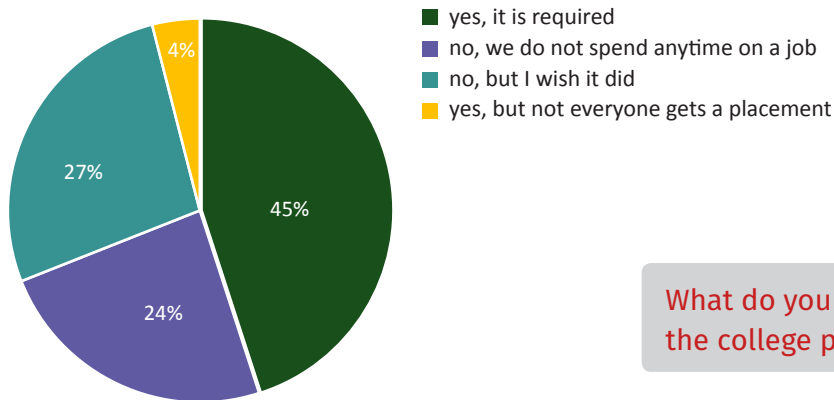
How many jobs have you had in the past 5 years?



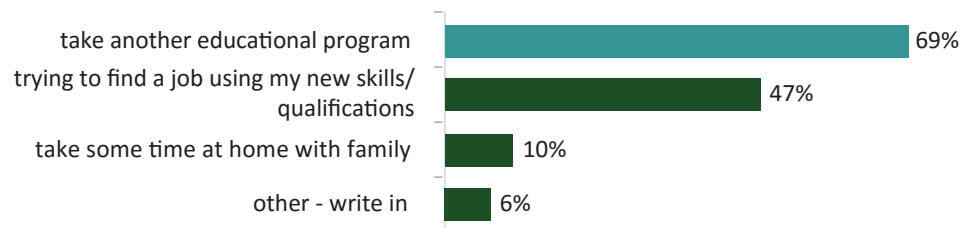
Which of the following would help you find the job you are looking for?



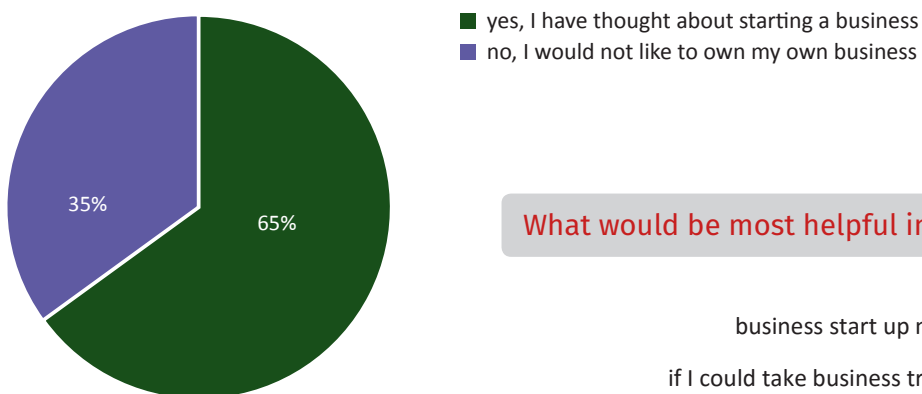
Does the college program you are currently taking offer a work placement or work experience opportunity?



What do you hope to do once you successfully complete the college program you are currently taking?



Have you ever considered owning your own business?

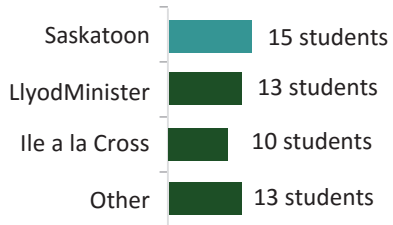


What would be most helpful in getting your business going?

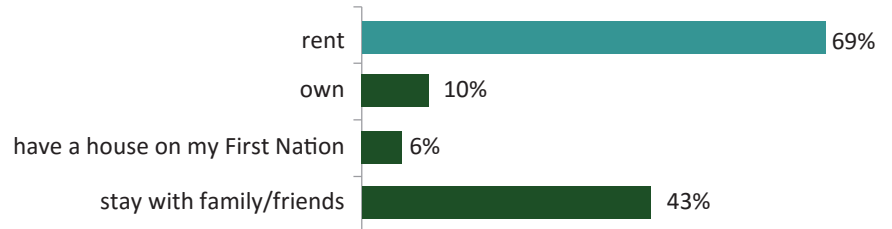


HOUSING

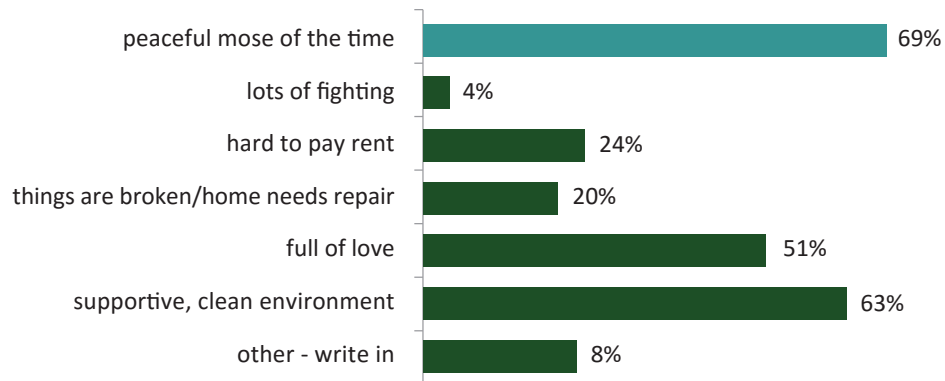
Where do you live:



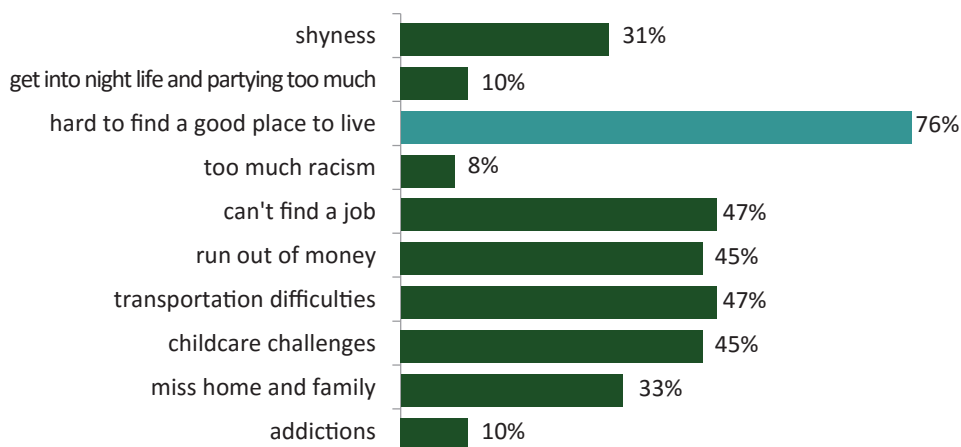
How would you describe your housing situation?



How would you describe your home situation?



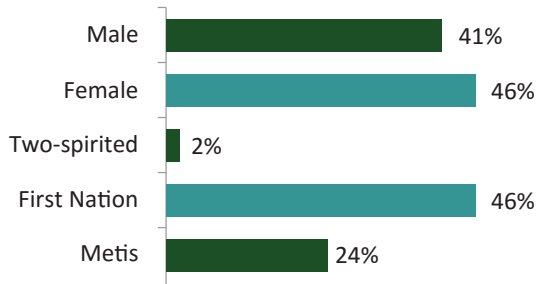
What are the greatest challenges people face when moving to the city?



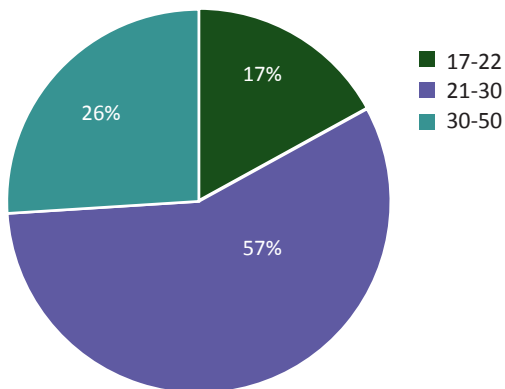


DEMOGRAPHICS

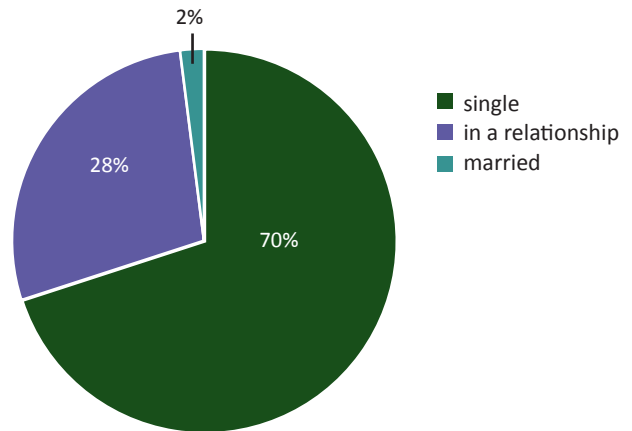
How do you describe your identity?



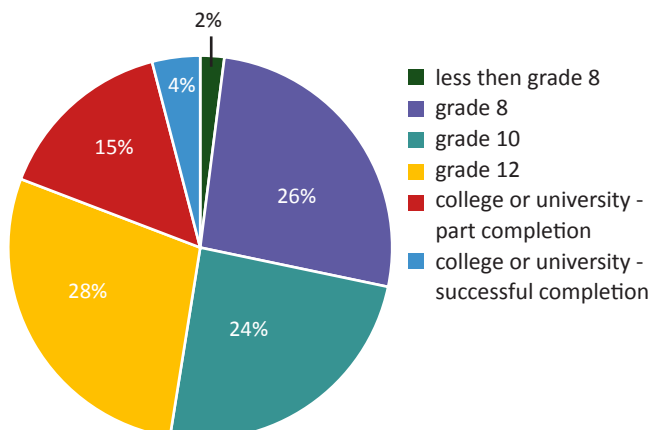
What is your age range?



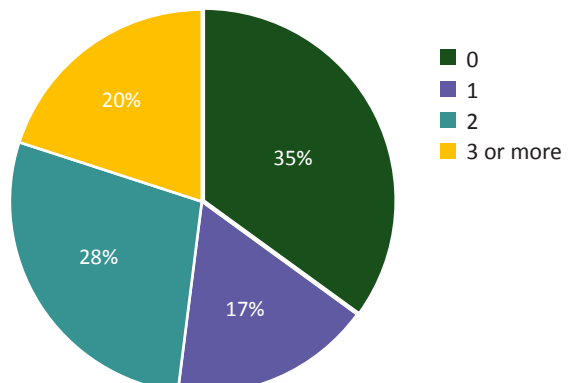
What is your relationship status?



What is your highest level of education?

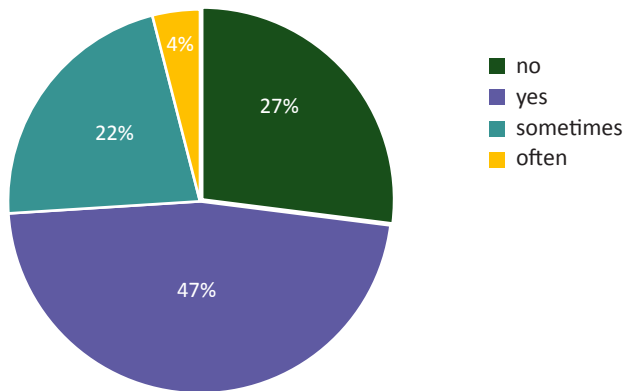


How many children do you have?

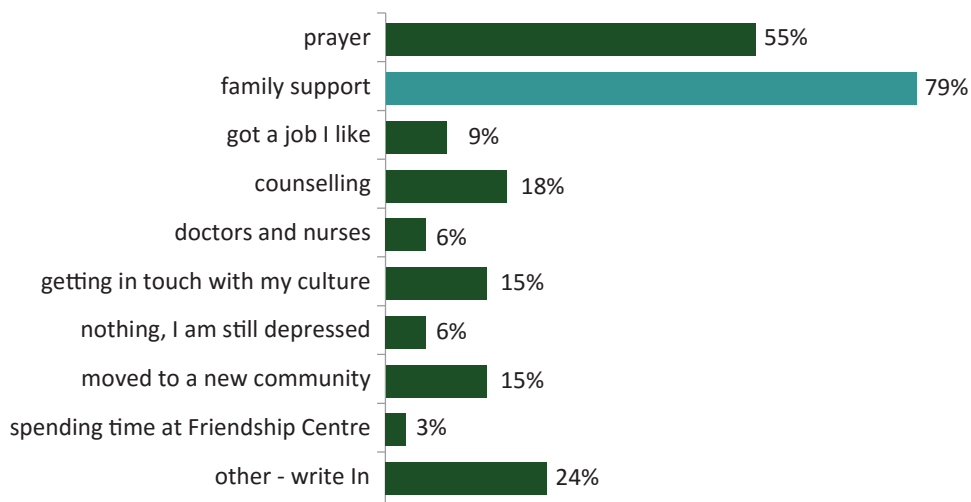


☹️ DEPRESSION

Have you, or anyone close to you, ever felt depressed?



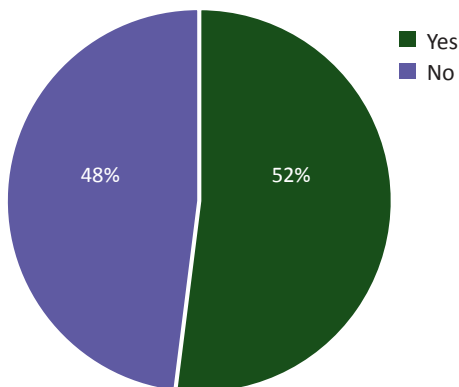
What helped you deal with the depression?



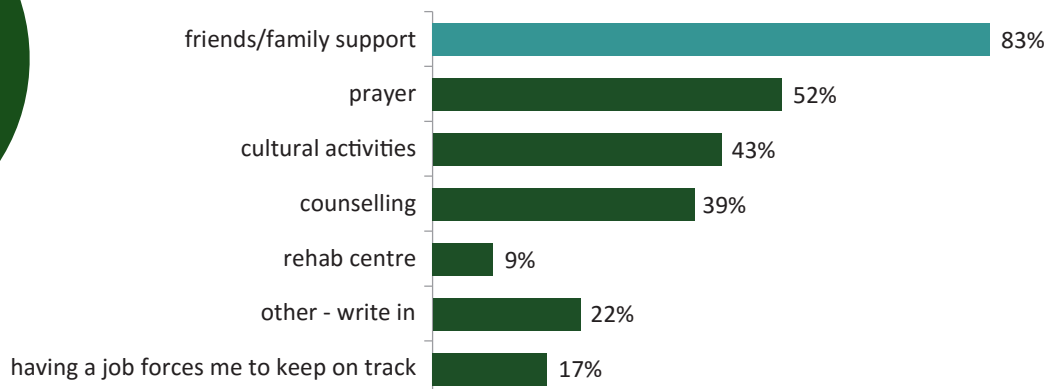


ADDICTION

Have you, or anyone close to you, ever suffered with addiction(s)?

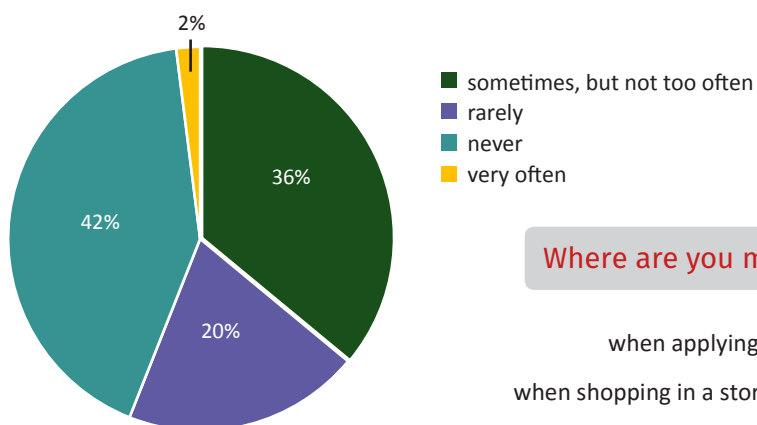


What helped you deal with the addiction?

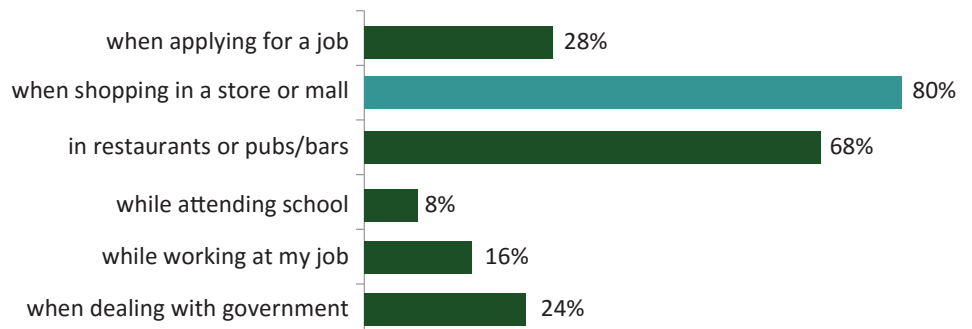


DISCRIMINATION

How often, if at all, do you face racism or discrimination?

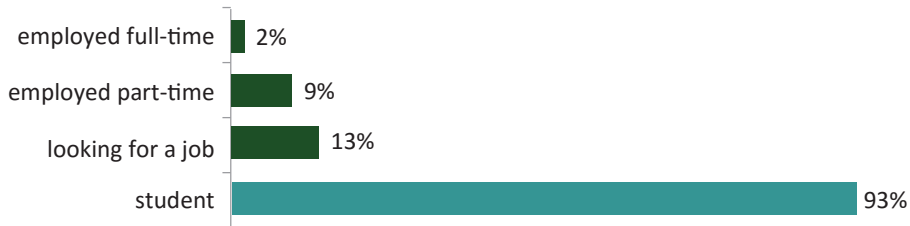


Where are you most likely to experience racism?

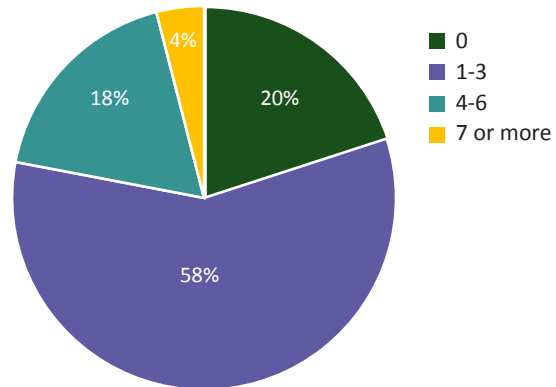


ECONOMIC INCLUSION

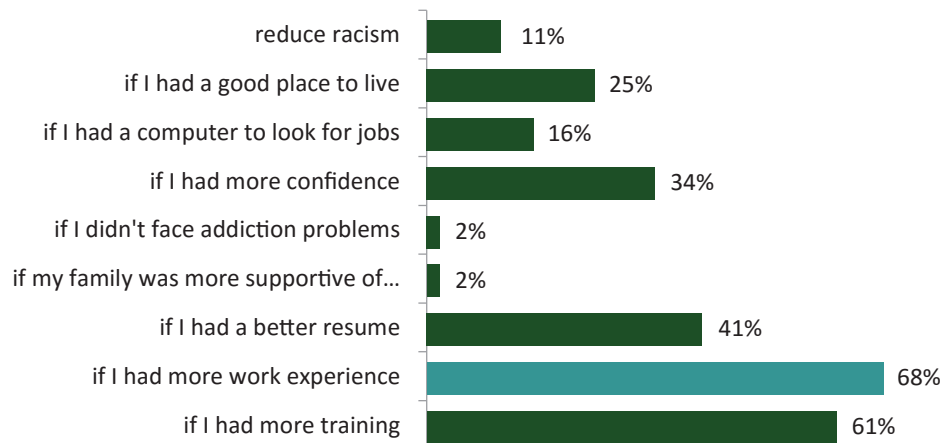
Are you currently:



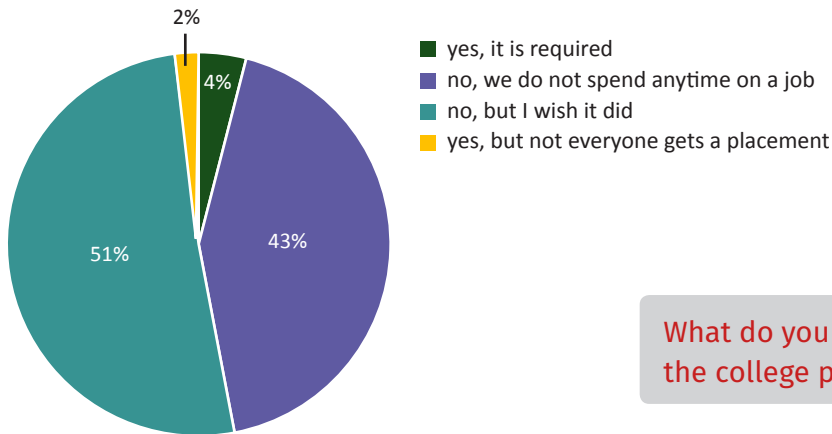
How many jobs have you had in the past 5 years?



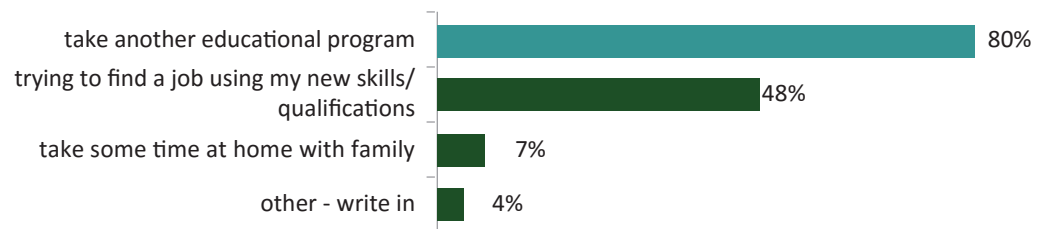
Which of the following would help you find the job you are looking for?



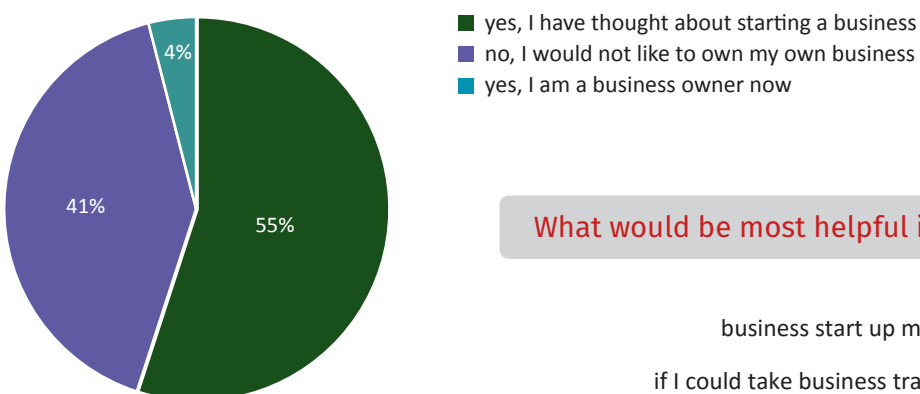
Does the college program you are currently taking offer a work placement or work experience opportunity?



What do you hope to do once you successfully complete the college program you are currently taking?



Have you ever considered owning your own business?

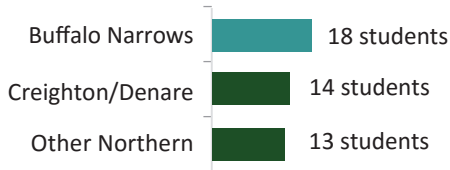


What would be most helpful in getting your business going?

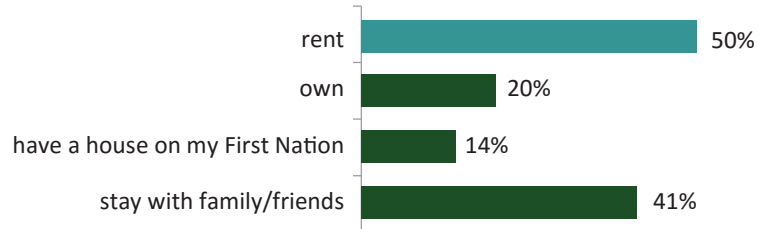


HOUSING

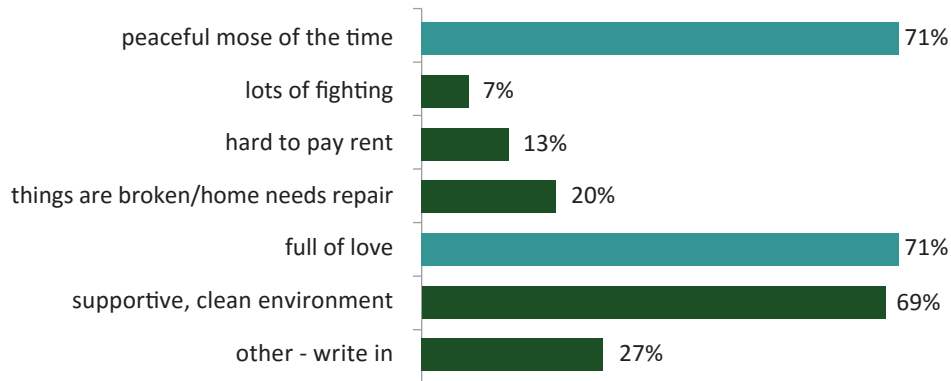
Where do you live:



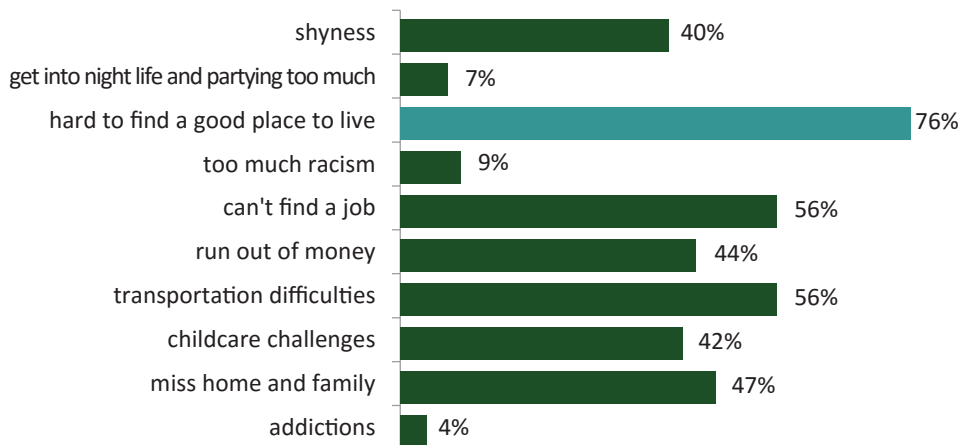
How would you describe your housing situation?



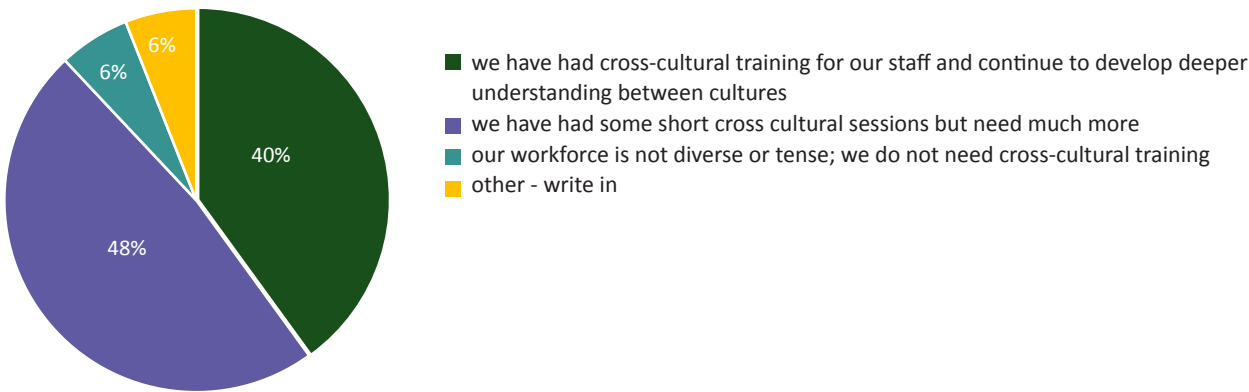
How would you describe your home situation?



What are the greatest challenges people face when moving to the city?

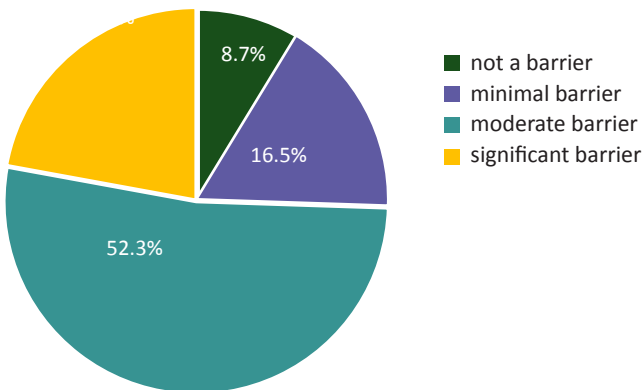


Which of the following statements best describes your current workplace?

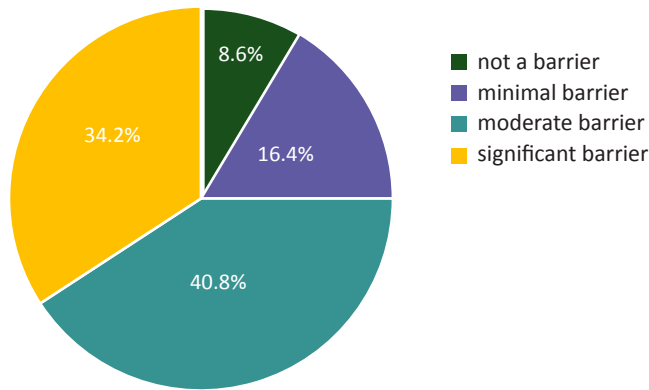


What do you feel are the systemic barriers to increasing the number of Aboriginal employees in Saskatchewan workplaces?

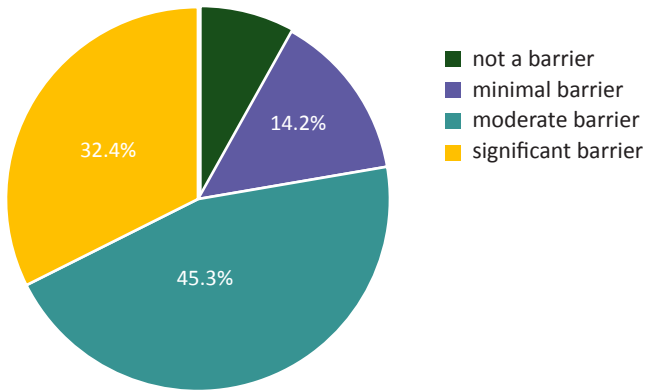
Productive partnerships between employers and training programs
number of responses: 149



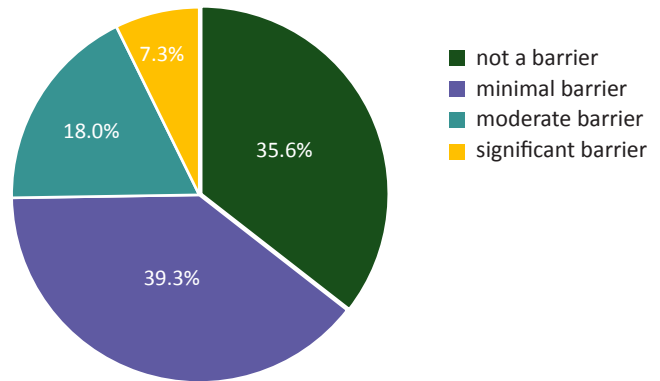
Appropriate skills/training
number of responses: 152



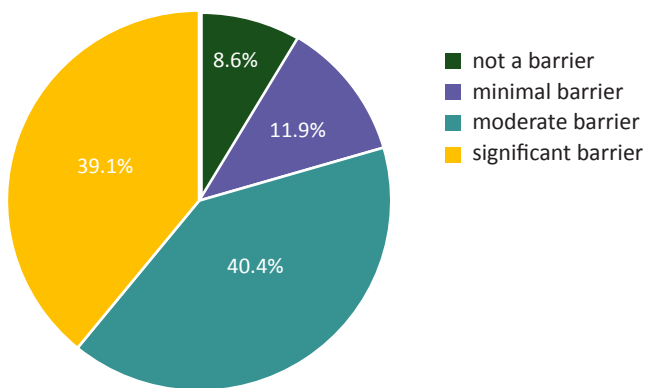
Sufficient support services (counselling, health care....)
number of responses: 148



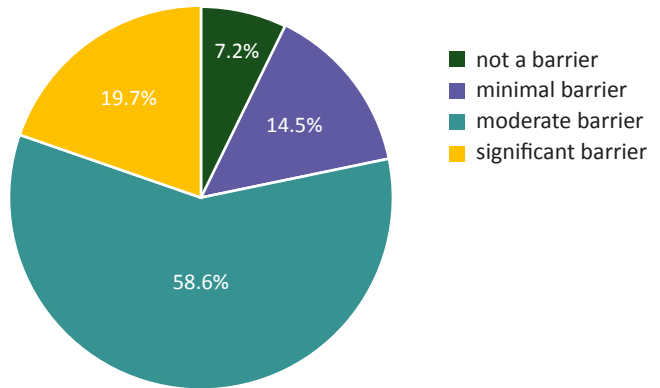
Desire to work
number of responses: 150



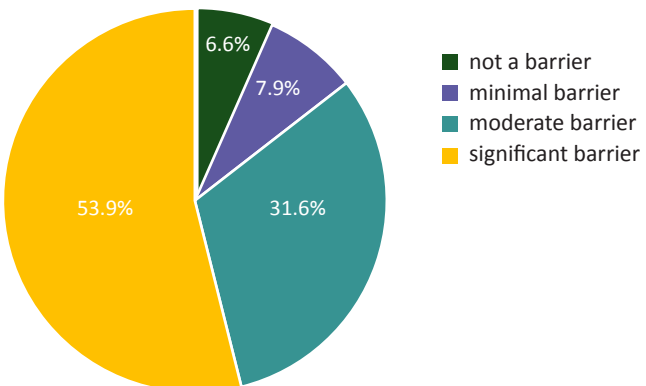
Welcoming work environments
number of responses: 151



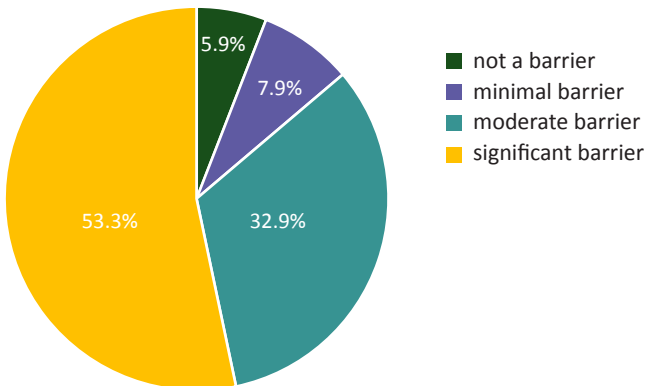
Awareness of opportunities
number of responses: 152



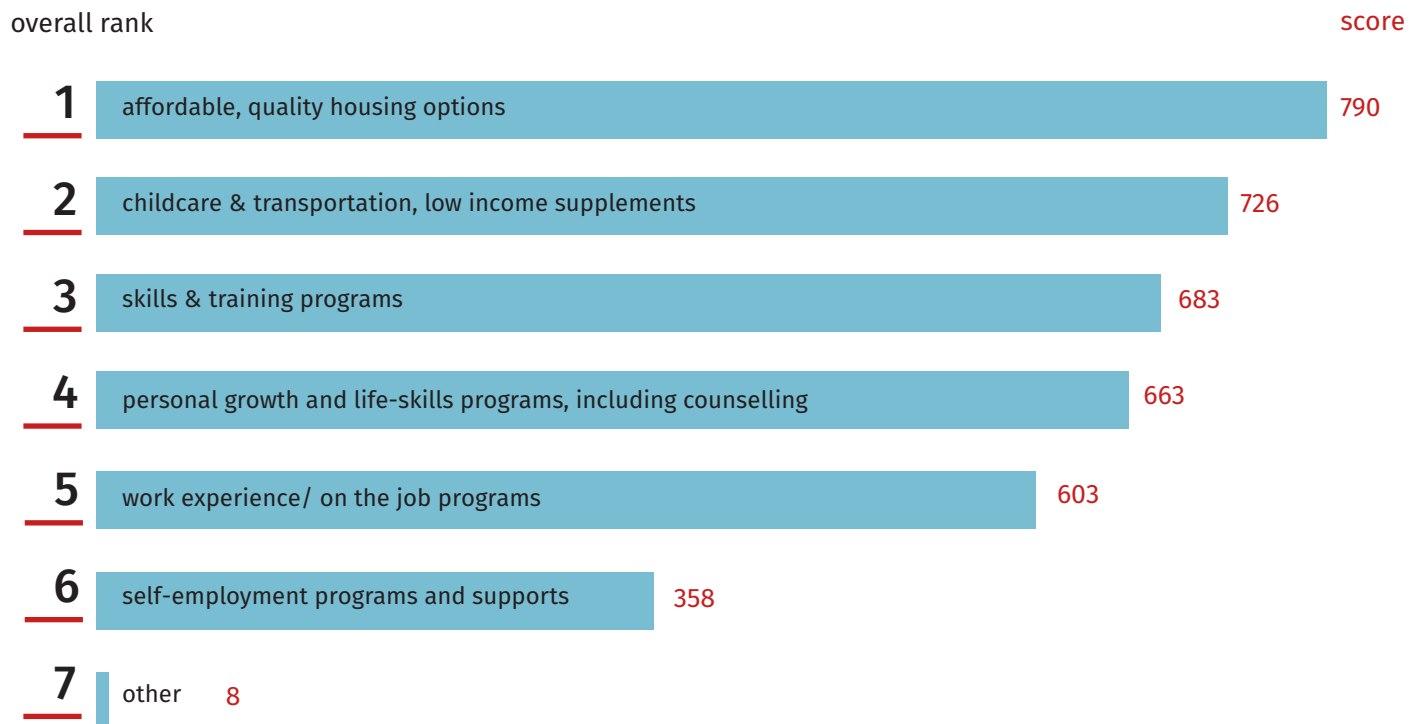
Personal issues such as childcare, transportation
number of responses: 152



Historical memories of mistreatment/racism
number of responses: 152



Where would you prioritize investments, such that the greatest positive impact be achieved for aboriginal people?





DEMOGRAPHICS

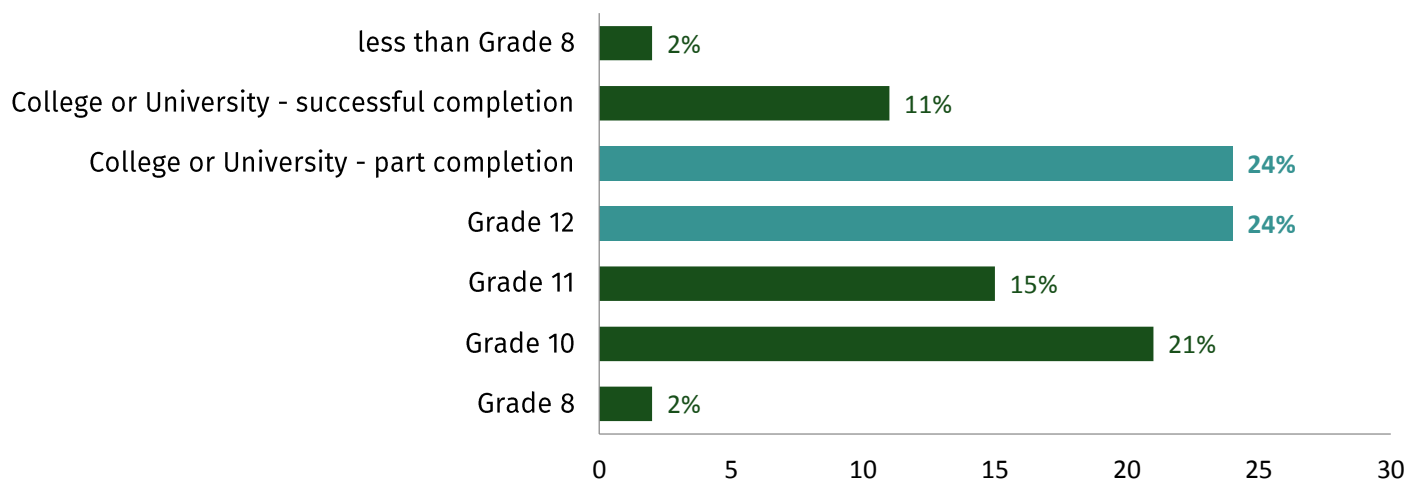


How do you describe your identity?

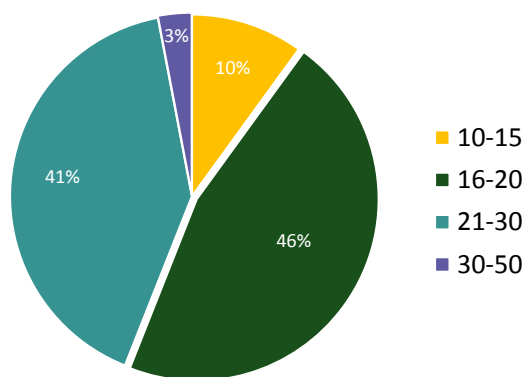
All respondents self-declared as Aboriginal



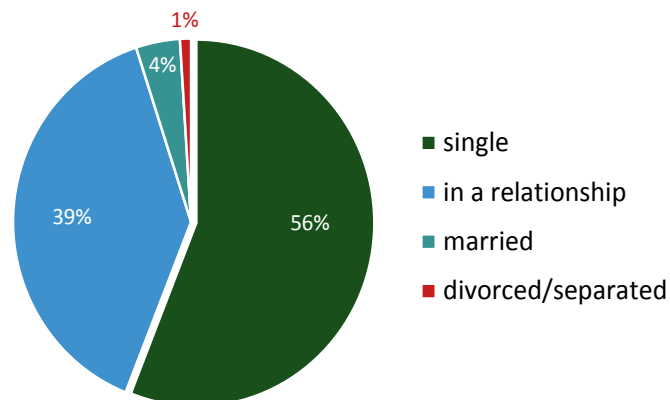
What is your highest level of education?



What is your age range?



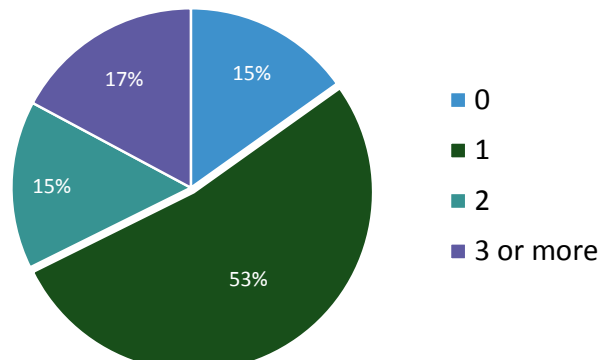
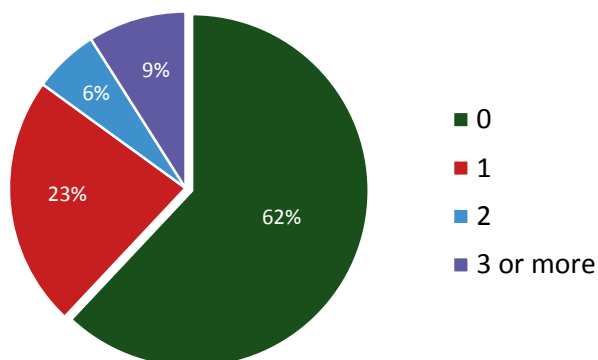
What is your relationship status?



How many children do you have?

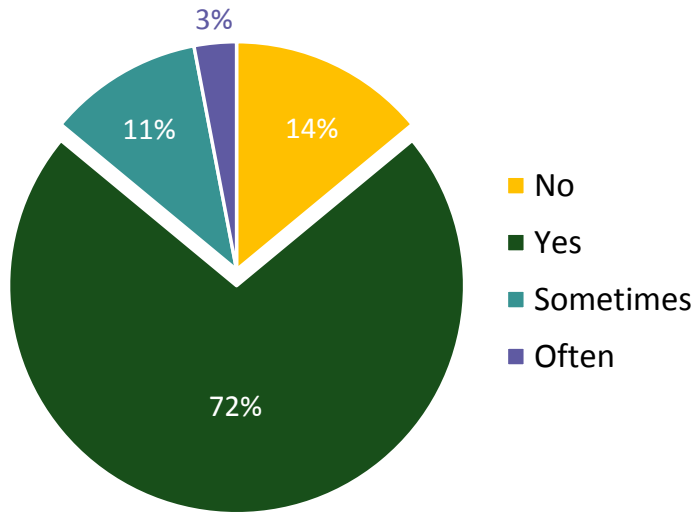


How many live with you?

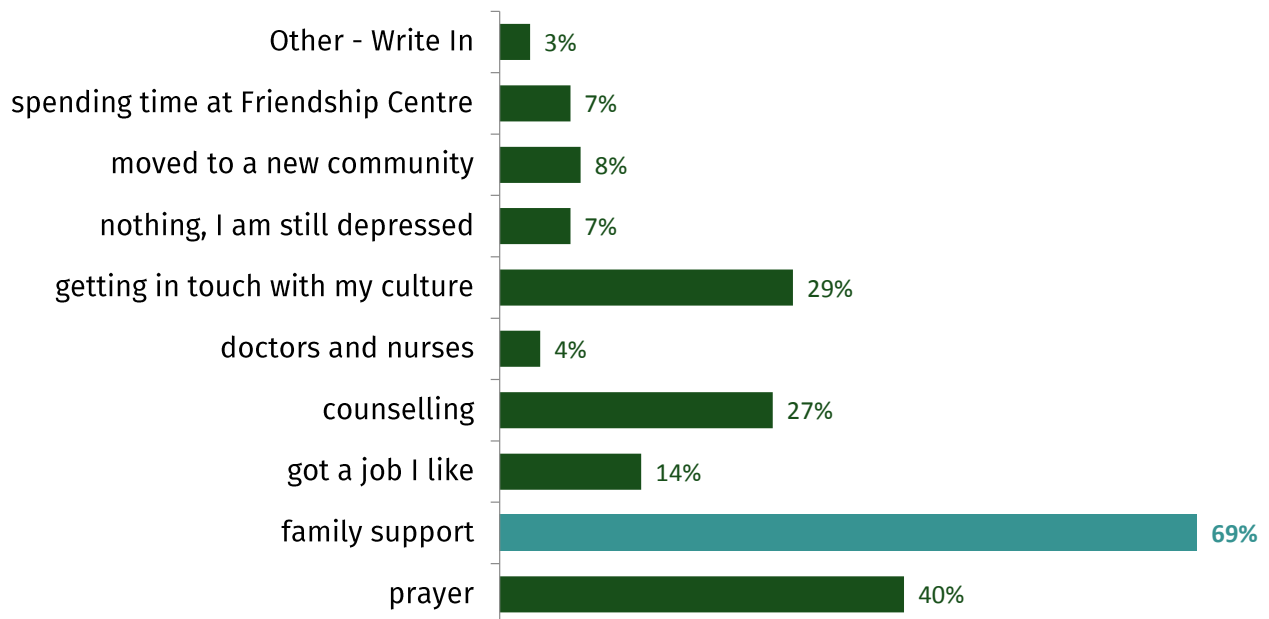


☹️ DEPRESSION

Have you, or anyone close to you, ever felt depressed?

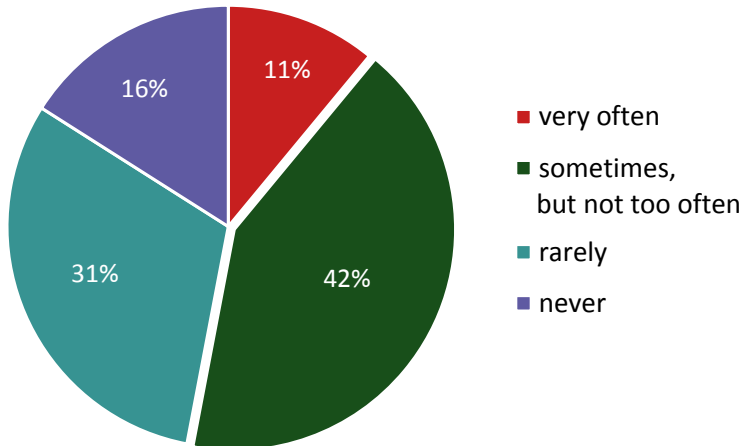


What helped you deal with the depression?

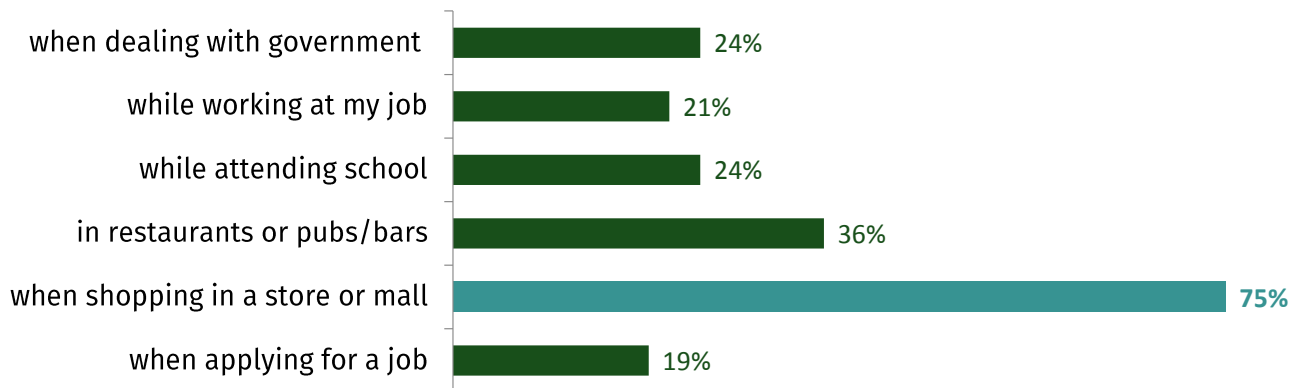


DISCRIMINATION

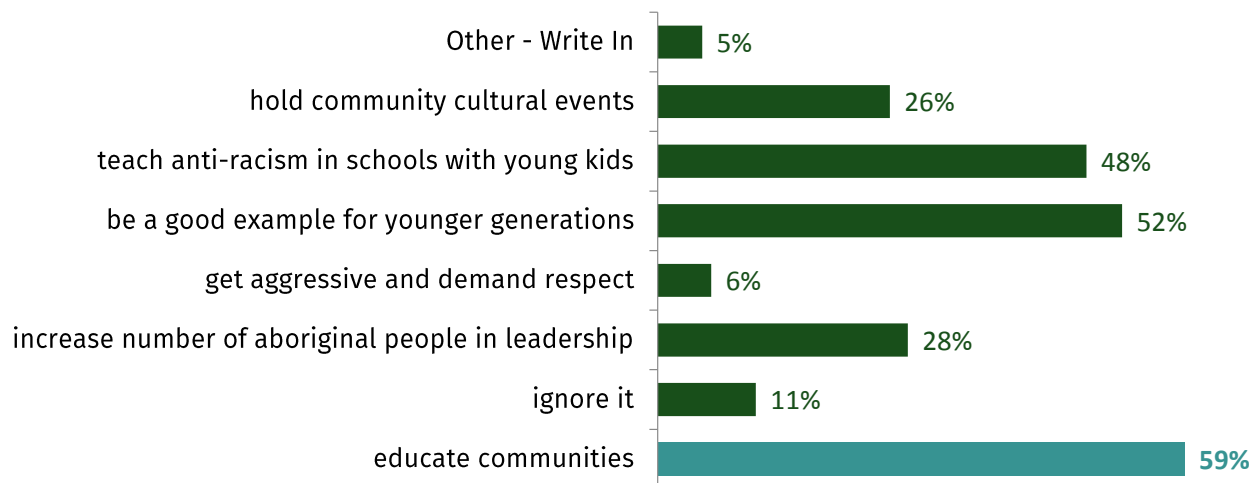
How often, if at all, do you have racism or discrimination?



Where are you most likely to experience racism?

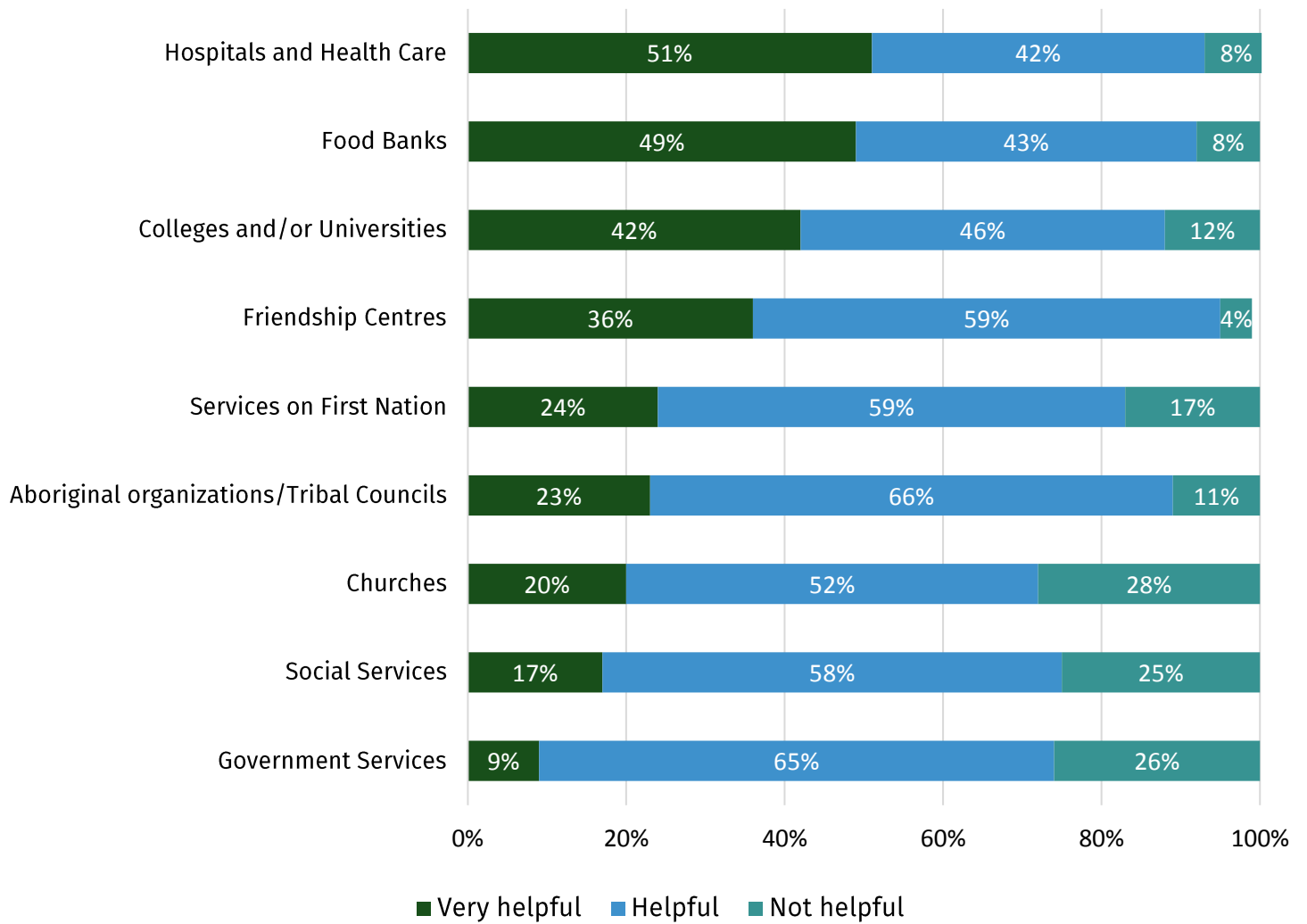


What do you feel is the best approach to deal with racism?



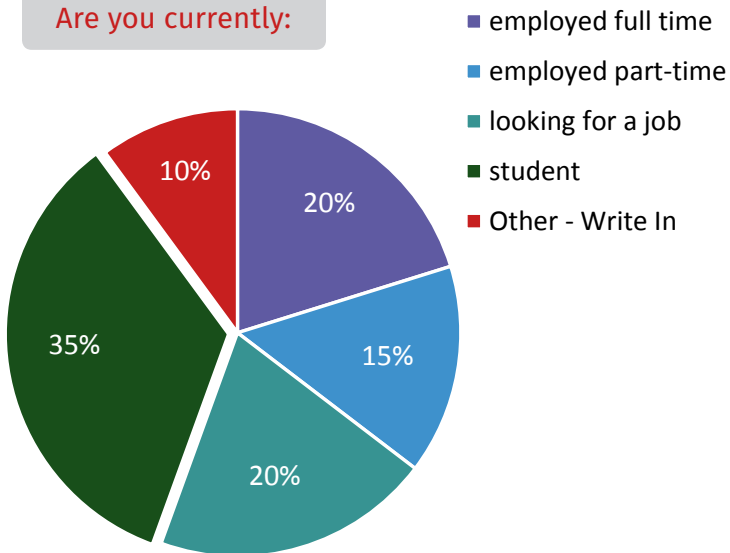
SERVICES

How helpful have you found these services/organizations?

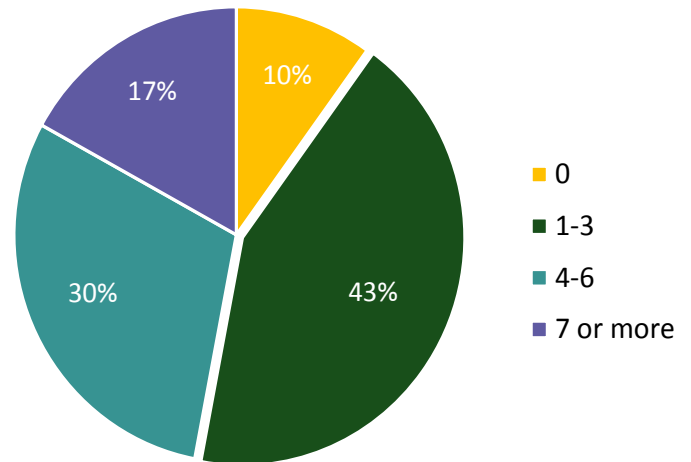


ECONOMIC INCLUSION

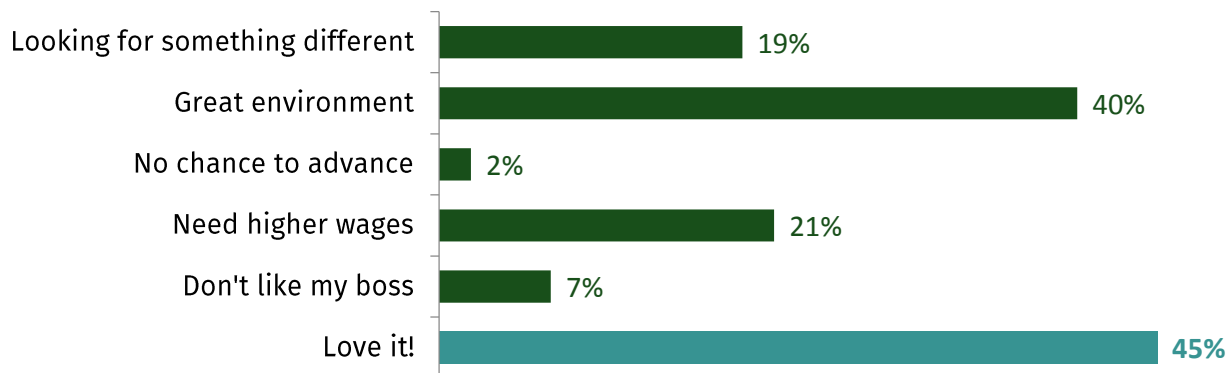
Are you currently:



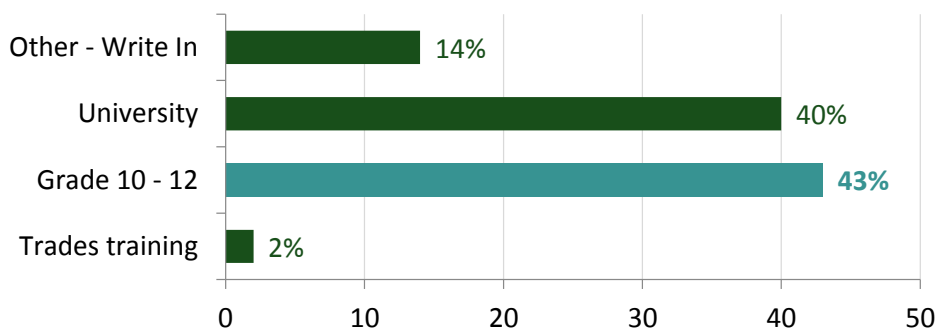
How many jobs have you had in the past 5 years?



If you are currently employed, how would you describe your job?

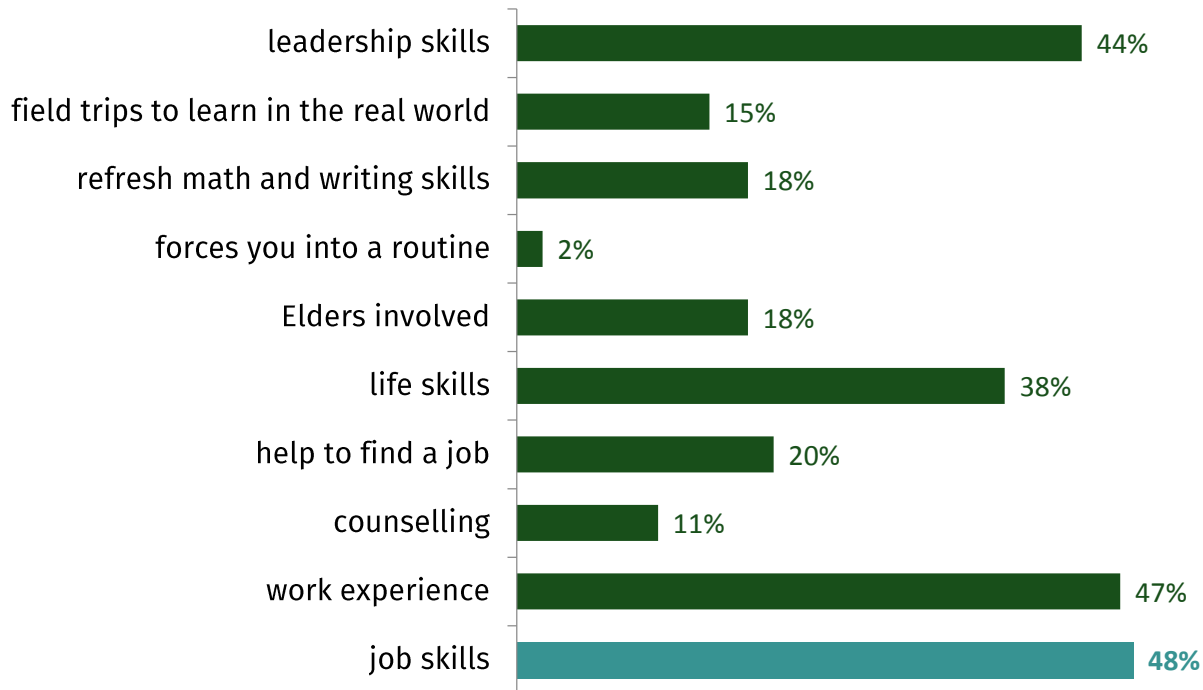


If you are currently a student, which of the following best describes your training program?

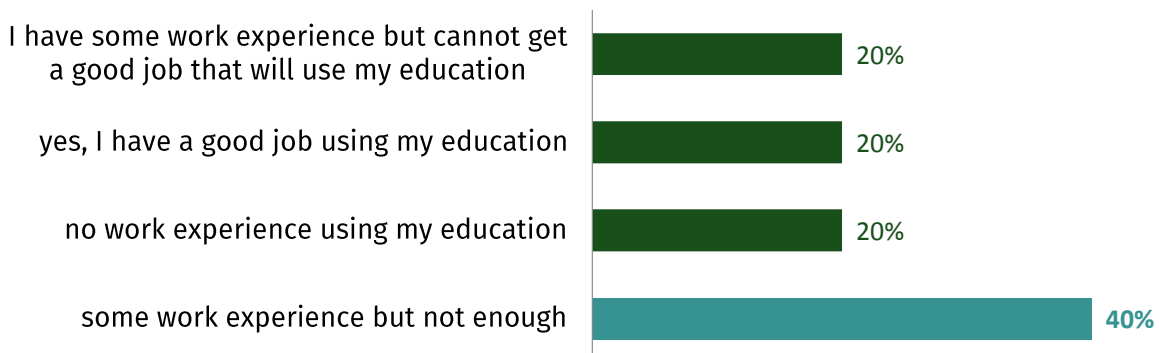


ECONOMIC INCLUSION

What are the most valuable parts of training programs?

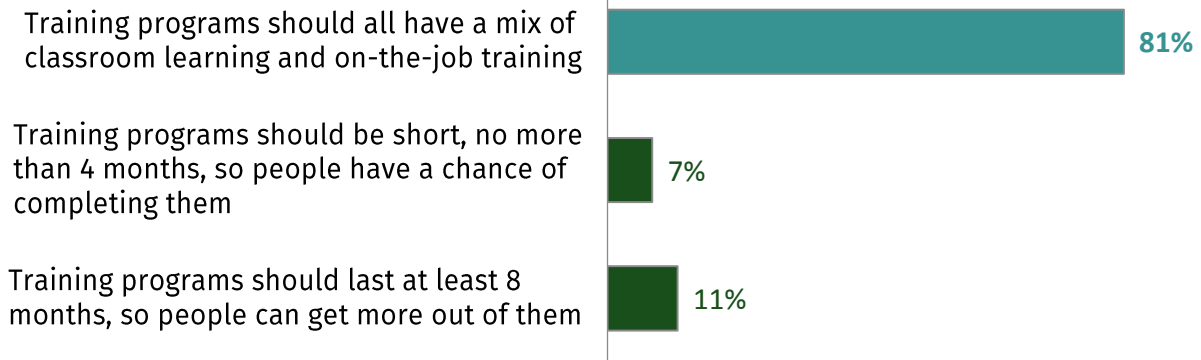


Have you been able to find a job or get work experience that uses your education?



ECONOMIC INCLUSION

Which statement do you agree most with?

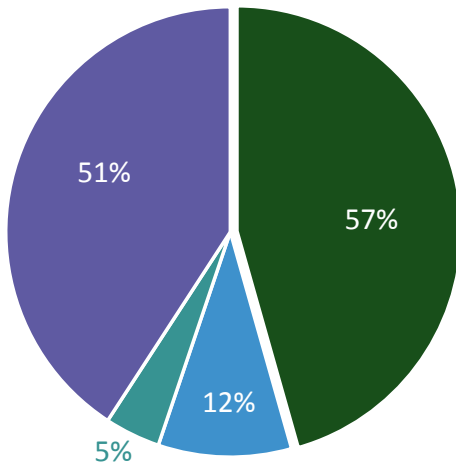


Which of the following would help you find the job you are looking for?



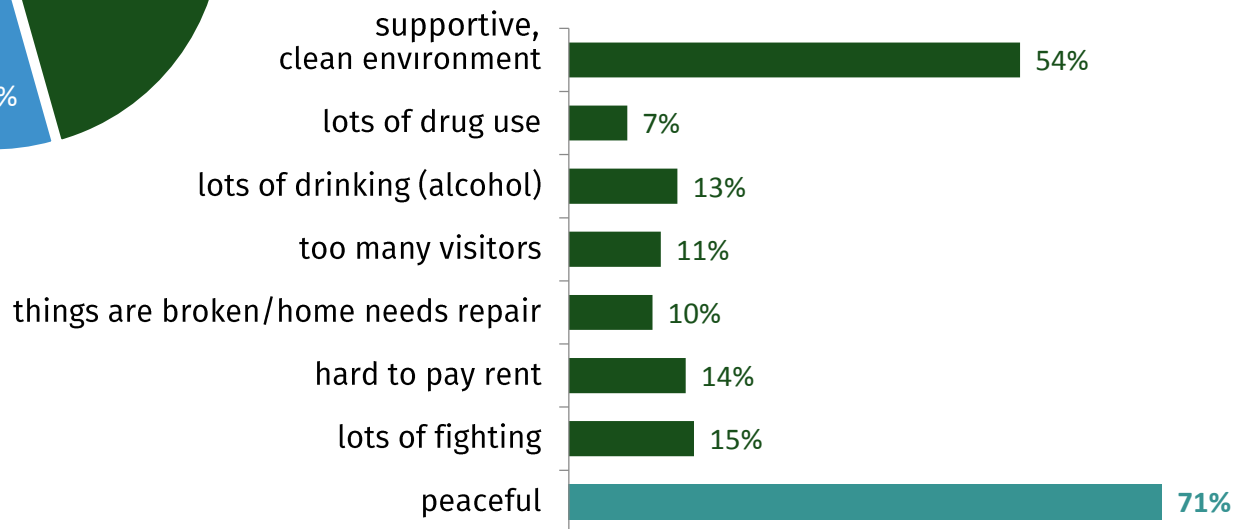
HOUSING

Do you currently:



- rent
- own
- have a house on my First Nation
- stay with family/friends

How would you describe your housing situation?



What are the greatest challenges people face when moving to the City?

