

Ontario Women's Directorate Violence Against Women Prevention Innovations Fund

Organization Name: Ontario Native Welfare Administrators Association

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Project Name: Kee We Wa Pa T Nee Ma T Na Wow

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1. Description of activities

Deliver the outstanding refined Ontario Works learning module titled *Women Abuse Issues and Related Community Supports and Services* to First Nation Social Service Administrators, support staff and community stakeholders during a six-hour training session and complete the six-month follow-up questionnaire.

ONWAA partnered with Dilico Ojibway Child and Family Services during the final phase of the training delivery to facilitate the refined manual. Dilico's mission embraces a wholistic approach in the delivery of Health, Mental Health, Addictions, and Child Welfare services to compliment the strengths, values and traditions of Anishinabek children, families, and communities.

- The second training session (phase two) was delivered at the Travelodge Airlane hotel in Thunder Bay, Ontario.

The session was attended by First Nation delegates from across Ontario. The session was also co-facilitated by one First Nation elder and one First Nation expert of Ontario Works. The selected elder had first hand experience regarding past and present day effects of residential schools and family violence. The social assistance delivery expert was from Wikwemikong Unceded Indian Reserve and has daily responsibilities regarding First Nation social assistance delivery in her capacity.

2. Status of Key Deliverables

i. Deliver the refined Ontario Works learning module titled *Women Abuse Issues and Related Community Supports and Services*

The Ontario Native Welfare Administrator's Association strength is in its membership. ONWAA is a grassroots First Nation organization that is First Nation owned and controlled. This structure ensures that ONWAA is always connected to the people who administer the social programs, allowing for a true picture of our membership's needs and working realities. ONWAA possess the unique ability to fully understand barriers and challenges in First Nation social assistance offices providing effective responses when faced with domestic abuse.

The association has been actively involved in the development and delivery of dynamic, culturally appropriate training programs since 1972. This skill was further strengthened in 1992 when ONWAA became recognized and endorsed through the Chiefs of Ontario as the Training Unit for First Nation Social Service Administrators in Ontario.

Since its inception, ONWAA has designed and delivered hundreds of training sessions to audiences of all sizes. Dedicated to excellence, ONWAA has earned the respect of its stakeholders.

Family violence within Aboriginal communities has some distinct characteristics. These distinctions are linked to complex historical realities as a result of colonization and assimilation policies of the Canadian government; including the Indian Act, the Residential school system and the sixties scoop. When working with Aboriginal individuals, families and communities, these realities must be considered. As such, in order to ensure effective training was delivered, it was important to ensure that these realities were at the forefront of the training session and acknowledged through the use of a traditional elder.

Re-affirming the link between historical realities to present socio-economic conditions was done in order to give participants insight into the barriers that many First Nation women face when wishing to make changes in their lives.

Many women in First Nation communities are economically and educationally disadvantaged. The range of disparity is vastly different however, depending on where the community is situated and the access to services which it has. Therefore, there is a higher ratio of disadvantaged women who reside in remote northern communities, which needed to be acknowledged when completing training to a provincial audience, rather than a regional target group as was the case in Phase I.

There are many barriers affecting family violence in First Nation communities. Often there are very limited options and supports which can be utilized when responding to family violence.

Residing in an economically depressed community often makes it very difficult for a woman to support herself. This challenge is further challenged when she has children to support. In 1997 First Nation social assistance dependency rates exceeded 65% across Ontario. (Somewhere To Begin, Ontario Indian Social Services Council, 1997). This extraordinarily high dependency rate reflects only social assistance and does not include other income assistance programs such as Employment Insurance or the Guaranteed Income Supplement. Faced with limited options, women are forced to remain in abusive relationships instead of receive social assistance, which is very difficult to provide basic necessities.

There is documented and well known housing shortages in First Nation communities. First Nation Housing can be substandard and overcrowded, leaving women with little or no housing options. In 2002/2003 only 53% of First Nation housing units were deemed adequate by the department of Indian Affairs Canada. (http://www.ainc-inac.gc.ca/pr/sts/bdd03/bdd03_e.pdf, December 7, 2006).

1/3 of First Nation children live in homes which are considered to be overcrowded. (Royal Commission on Aboriginal People at 10 Years: A Report Card). This clearly influences the options and response that abused First Nation women receive when dealing with family violence. Community and family dynamics also play a part in whether women will have access to housing.

First Nation communities are often geographically isolated and remote, making transportation another main barrier to seeking help or leaving the community. Transportation is critical in addressing family violence in remote or isolated communities. As many women are fearful of leaving their community, the possibility of on-site counseling services should be explored when responding to abuse.

First Nation communities are very tightly-knit. As such, the manner in which an abused person discloses abuse to a First Nation Social Service Administrator or caseworker is often very sensitive. Due to the relative small size of First Nations, each community member is often well known and respected, making disclosure of abuse potentially fearful and stigmatizing. Additionally, most community members are often related to or acquaintances of First Nation social service professionals. This creates a unique dynamic which creates a further barrier to effective family violence response.

Effective response is a crucial component to addressing family violence in First Nations. Given the complexity of effective response, the dynamics which influence worker response and the lack of local services in many communities;

the selected facilitators that selected facilitators focused primarily on Learning Unit #4, *Identifying Challenges to Responding*.

Five of the most commonly voiced challenges to responding to women who are abused and their children are listed below.

<i>Five challenges faced in responding to women who are abused and their children:</i>
<i>1. Know/related to the person who is being abused</i>
<i>2. Know/related the person who is being abusive</i>
<i>3. Lack of transportation</i>
<i>4. Lack of access to services</i>
<i>5. Scared of becoming involved</i>

The Elder shared her experiences with family violence and provided first hand accounts of the damage and hurt that is caused through abuse. The Elder also stated that programs and services need to be culturally appropriate for First Nation women. It was highlighted that a person and community which experience abuse are effected physically, mentally, emotional and spiritually.

ii *Six Month Post Training Questionnaire*

Each participant that attended the training session(s) on Family Violence was sent a *Six Month Post Training Questionnaire* and asked to return the completed evaluation to ONWAA. It should be noted that extensive time and resources were put into the gathering of completed evaluations by ONWAA. Many participants needed to be contacted several times via telephone and encouraged to complete and evaluation.

Ontario Women's Directorate – Training in Key Sectors
Six-Month Follow-up Questionnaire

Ontario Native Welfare Administrator's Association would like your feedback on the Violence Against Women training in which you participated during the Service Planning Workshops.

Please complete all questions below with a (✓) and an explanation where appropriate.

1. a. Overall, did you find the training and materials helpful and relevant to your job?

Yes (50) No (5)

b. Briefly list reasons why or why not.

- Implementing the information received with the women who are victims was an asset that I now use throughout my job practices.
- I was able to assist and have an understanding of women with low self-esteem from the abuse acquired throughout the relationship.
- I have acquired a sense of realization with the concern of Violence Against Women.
- This workshop created steps that I have obtained which allowed me to identify and observe signs of violence against women.
- Throughout the workshop I learned the barriers of why women stay in these types of relationship.
- I am now more aware of the circumstances surrounding victim of abuse when I am in a situation of having to access the victim's application.
- The seminar provided me with being able to reach out to client more with the listening skills and the discussion skills that I was taught.
- I feel that I was educated more in the area concerning the impacts on the children. The children are really the main concern here.
- The VAW workshop gave me a better awareness of spousal abuse. I learnt how to deal with a client in a abusive relationship when taking an application.
- I am able to make referrals with the organizations surrounding my community.
- I have created networks with local organizations. I now have pamphlets on hand for quick information for violence against women clients.
- Our community identified the different programs available from social services department. I am able to suggest different avenues of support to the client.
- My main focus was on the new view points that were elaborated in workshop. Many of the views I had were old and unclear.
- The workshop allowed me to gain the learning tool to implement effectively listening skills when a client comes into the office.
- I was able to learn about domestic violence on women and the effects it has on the children. It was emotionally hard because it is sometimes family members in my community that are abused.

- I was taught about the aftermath and learned why women come into the office when they do. They usually come in for emergency assistance to get away from the violence.
- No – I presently do not deal with women disclosing information about their situation. The women usually seek help at the local shelter before coming into the office for financial assistance.
- No – I really do not deal with these kinds of situations.

2 a. To date, have you made any changes to your on-the-job practices as a result of the training and materials?

Yes (32) No (8) Not yet, but I plan (15)
to in the future

b. Please list what changes you made, intend to make, or reasons why no changes will be made.

- Personally, I have applied changes when dealing with the clients in my office.
- My office is currently restructuring employment policies and procedures when dealing with victims of violence against women.
- When encountered by the situation, I found that I was not judgmental towards the victim, as before I kind of was.
- The situation arose in my community and I realized that I was more open to talk about the situation in a easygoing manner with the client.
- The workshop enabled me to implemented questions regarding the VAW problems within the First Nation to Chief and Counsel. We are looking at different ways of helping the victims.
- I have made recommendations on referrals to other services for the client.
- Our department has incorporated improved linkages with the women of abuse shelter in our community.
- Our First Nations is in the process of revising their employment structures and trying to add steps of resolution when dealing with the concern of VAW in the office.
- We had many suggestions of changes made, however they were not yet implemented.
- The knowledge of identifying signs was implemented in our case management.
- We have created the program to be sensitive to the victims. Instead of being harsh and expecting them to leave, we know some of reasons why they stay.
- I informed all staff members about the VAW information that I have received.
- The community has its own shelter where victims of abuse will be able to receive shelter and counselling, we recommend that they go their for better help.
- The VAW information will be very helpful in work, especially when dealing with a person who discloses information about their issue.
- I am able to recognize signs of abuse and to be more patient with client's ordeal.
- No – We have not changed anything because we only offer the basic welfare and do not apply the full program.
- No – I have not come across a family violence situation but each day is different.

3. a. To date, has your organization made changes to its practices or procedures as a result of the training and materials?

Yes (26) No (16) Not yet, but we plan (13)
to in the future

- b. Please list what changes you made, intend to make, or reasons why no changes will be made.

- We have implemented a more understanding and friendly office regarding VAW victims.
- Presently we are in the midst of restructuring of policy and procedures in First Nations.
- Yes, drastic changes are occurring in our First Nations, which will be beneficial to everyone including the victim of violence against women.
- Our department has implemented training to other staff the reasons why the clients come when they do.
- We have created a better linkage with all available resources for the women and family.
- Our First Nation is in the process of revising policies in office as well as in shelter for the women.
- Our First Nation recommends a councillor be present when applying for assistance. The women usually feel more comfortable talking with a councillor here, especially since I am a male administrator.
- We have difficulty since we are a remote First Nation. Our communities have little resources and organizations that can help women and children in abusive situations.
- In the future our community will be starting a community safe house within the community.
- We now have a networking with other communities and organizations for the women of abuse and for other related issues.
- We now have an Family Violence Policy in the community.
- In the future we are working on having a Safe House and Healing Lodge available for women and other members of the community.
- Our community redirects clients to Health and Social Worker.
- No - There is no shelter in the community
- No – Our Community has a Safe House in the community
- No - Our community has many resources available within our area and equipped to assist.

4. Please identify any requirements for further training and materials related to violence against women.

- I would like to learn "How to defuse the problem"
- The topic I would like to learn more about are "Children of Alcoholics" since this is one of the reasons why women are in abusive relationships. I would like to learn how the children deal with the whole situation.
- "How to break the circle of violence" would be an excellent workshop.
- I am interested in "How to deliver different techniques when dealing with the issue".
- "Psychological classes" of why women stay and how it affects the children would be interesting to learn about. This would also help when helping the family financially.
- "The issues of the children" is what I would like to be educated about. I am really concerned with how the children deal with the fighting.
- Learning about "How to be more open with a client" is my interest.
- I would like to learn about "Knowing how to deal with an individual who needs help but may not ask for help" I find that this occurs a lot when the women come into office.
- My interest is "How a male administrator would make the victim feel comfortable and able to talk freely" since I am a male administrator. I feel that the women do not feel comfortable with me because I am a male.
- I would like more people with experience to provide information
- "How to deal with the teenagers in an abusive relationship and have tools to be able to give them to recognize the signs and be able to get needed help" is a training I would like to have.
- The "Effects the violence has on the children and knowing the signs of emotionally hurt child" is a topic of interest.
- "Videos on how to handle violence situation can be handled" is what I would like to have access to.
- "Suicide, traditional healing, counselling skills and be able to offer women life skills" is what I would like to learn about and then implement it to our women.
- "Family Relationship Roles when in these crisis" would be more helpful
- Case Scenarios is a definite training that I would like more of.

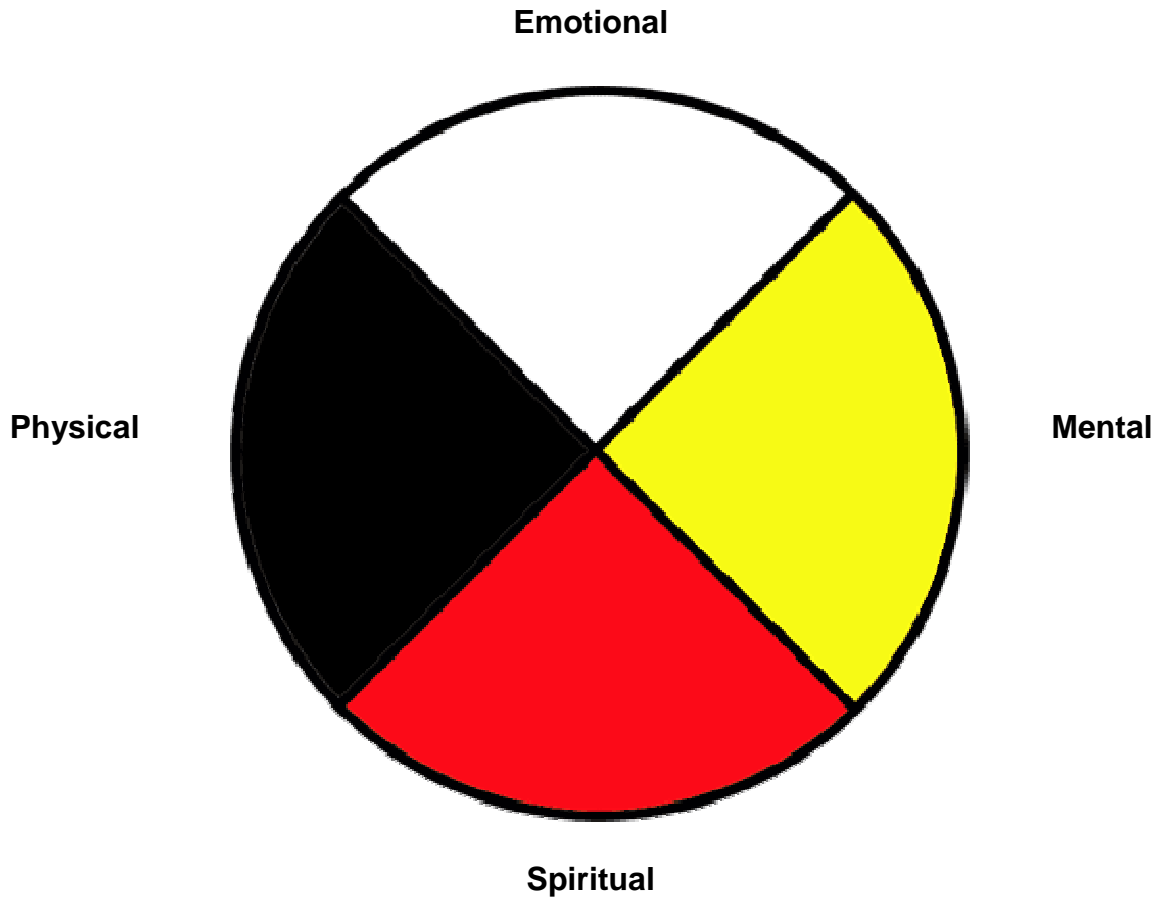
5. My job title is:

- Social Services Administrator,
- Family Support Worker,
- Project Coordinator,
- Case Worker,
- Band Manager,
- Band Council
- Social Service Assistant,
- Child Welfare Worker,
- SAFT Coordinator,
- Drug & Alcohol Worker,
- Health & Social Service Director.

3. Draft and final Documents

I. Resource List

II. Medicine Wheel (below)



4. Performance Measurements

See Six Month Follow-up Evaluation

5. Corrections / adjustments

- a. ONWAA utilized the use of an Elder and encouraged participants to share experiences dealing with or encountering family violence. ONWAA also utilized increased practicum focusing on effective response due to the unique challenges in responding to abuse in First Nation communities.

6. Communication Opportunities

None anticipated

7. Sexual Assault Prevention Month

None anticipated

8. Project Revenues and Expenses to Date

See appendix "A"

9. Other information

Attendance List

1. Aundeck Omni Kaning
2. Batchewana First Nation
3. Bearskin Lake First Nation
4. Rocky Moskotaywenene
5. Beausoleil First Nation
6. Big Grassy First Nation
7. Chippewas of Georgina Island
8. Chippewas of Mnjikaning First Nation
9. Chippewas of Nawash First Nation
10. Chippewas of Sarnia First Nation
11. Chippewas of Saugeen First Nation
12. Couchiching First Nation
13. Dokis First Nation
14. Eabametoong First Nation
15. Garden River First Nation
16. Grassy Narrows First Nation
17. Henvey Inlet First Nation
18. Hiawatha First Nation
19. Kenora Chiefs Advisory

20. Magnetawan First Nation
21. Magnetawan First Nation
22. Moose Deer Point First Nation
23. Munsee Delaware Nation
24. Naicatchewenin First Nation
25. Naicatchewenin First Nation
26. Nicickousemenacaning
27. North Caribou Lake First Nation
28. Pays Plat First Nation
29. Rainy River First Nation
30. Sandy Lake First Nation
31. Shawanaga First Nation
32. Sheguiandah First Nation
33. Temagami First Nation
34. Wabaseemoong First Nation
35. Wahgoshig First Nation
36. Whitefish Bay First Nation
37. Whitefish Lake First Nation
38. Whitefish River First Nation
39. Wikwemikong Unceded
40. Wunnumin Lake First Nation

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Resource List

Title and Format	Name and Website	Contacts
Promoting Healthy, Equal Relationships	Minwaashin Lodge The Aboriginal Women's Support Centre www.minlodge.com	ikakekagumick@minlodge.com Telephone (613) 741-5590
Things you need to know Street Smart Guide on Domestic Violence and Abuse (pdf)	Get Street Smart www.getstreetsmart.org/uploads/assets/1/domesticviolence.pdf	getstreetsmart@cmhassm.com Telephone (705) 759-0458
Domestic Violence and Abuse (infosheet)	Street Smart Solution C/o Canadian Mental Health Association www.getstreetsmart.org	getstreetsmart@cmhassm.com Telephone (705) 759-0458
Healthy Families, Healthy Nations Program (pamphlet)	Equay-wuk (Women's Group) www.equaywuk.ca	equaywuk@nwconx.net Telephone (807) 737-2214 Toll Free 1-800-261-8294
Program and Project Locations (map)	Aboriginal Healing and Wellness Strategy www.ahwsontario.ca/publications/projmap.pdf	infor@ahwsontario.ca Telephone (416) 326-6905
Wife Assault & Family Violence From the Native Perspective: Not Just a Women's Issue (handbook)	Metropolitan Action Committee on Violence Against Women and Children www.metrac.org	infor@metrac.org Telephone (416) 392-3135 Toll Free 1-877-558-5570
Supporting the Cycle of Healing (brochure)	Beendigen Inc. Since 1978 Supporting the Cycle of Healing www.beendigen.com	patriciaj@beendigen.com Telephone (807) 622-1121 Telephone (807) 344-9579
Aboriginal Diabetes Awareness (pamphlet)	Ontario Native Women's Association (ONWA) www.ontarioearlyyears.ca	onwa@shaw.ca Telephone (807) 623-3442 Toll Free 1-800-667-0816
Girl Power Facilitator's Manual A guide to running Girl Power Programs in your community (pdf)	Nishnawbe Aski Nation www.nandecade.ca/article/gp-manual-131.asp	mgoodchi@nan.on.ca Telephone (807) 623-8828 Toll Free 1-800-465-9952
You Bet your Life- Problem Gambling (Pamphlet)	Problem Gambling Awareness (Ontario Native Women's Association) www.problemgamblingawareness.com/index.htm	vernalegarde@shaw.ca Telephone (807) 623-3442 Toll Free 1-800-667-0816
Wapekaka Suicide Prevention Program and Neskantaga Community Healing (html)	Wapekaka First Nation www.wapekeka.firstnation.ca	Telephone (807) 537-1188
Who Knows what goes on Behind Closed Doors. Report on Domestic Violence in Algoma (newsletter)	Algoma Health Unit www.ahu.on.ca/uploads/newsletters/AHUDom.Viol.05132MB.pdf	Blind River Telephone (705) 356-2551 Elliot Lake Telephone (705) 848-2314 Wawa Telephone (705) 856-7208

Sexual Assault in not the Native Way-Booklet
Wife Assault and Family Violence-Booklet
Adult/Child Witness of Family Violence-Booklet
Wife Assault & Family Violence from the Native Perspective-Booklet
What to expect after You've been sexually Assaulted?-Booklet
Native Spirituality-Booklet
Reporting Child Abuse and Neglect-Booklet
Transition Houses and Shelters for Abused Women in Canada-Booklet
Family Violence-Booklet
Nimki-Naabkawagan Family Crisis Shelter-What is Family Violence-Pamphlet
Nimki-Naabkawagan Family Crisis Shelter-What is Bullying-Pamphlet
Nimki-Naabkawagan Family Crisis Shelter-What is Sexual Assault/Abuse-Pamphlet
Nimki-Naabkawagan Family Crisis Shelter-Dating Violence-Pamphlet
Wife Assault-Pamphlet
Victim Impact Statement-An information Guide-Pamphlet
Looking for a Lawyer-Pamphlet
Mississauga Women's Shelter-Services
Women in Crisis (Algoma) INC.-Services
Partner Assault Clinic-Supporting Victims of Partner Assault-Services
Sexual Assault Care Centre-Services