

Ontario Women's Directorate Violence Against Women Prevention Innovations Fund

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

Reporting Period: November 2004 to April 2006

1. Description of activities

- i. The original Ontario Works learning module titled *Women Abuse Issues and Related Community Supports and Services* was not consistent with First Nations culture and values.

Initial review of the original manual was viewed as offensive by many First Nation Social Service Administrators. Hence, the Ontario Native Welfare Administrators Association (ONWAA) was contracted to refine the manual to better reflect First Nations culture, values, history and access to services.

- ii. Deliver the 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 two six-hour training sessions.

To provide expert facilitation and delivery of service, ONWAA partnered with Dilico Ojibway Child and Family Services 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 first training session (phase one) was delivered in the following provincial locations;

- Mississauga,
- North Bay,
- Thunder Bay,
- Timmins,
- Kenora,
- Sudbury.

Each session was attended by First Nation delegates near or in close proximity to the selected delivery site. ONWAA provided the first training session in Mississauga on February 21st and concluded phase one of its training agenda on April 11th in Sudbury. .

2. Status of Key Deliverables

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

ONWAA worked under the mandate of refining the manual to represent the realities of and worldview of the target audience, First Nation Social Service Administrators and support staff.

The original manual was refined to highlight the distinct characteristics within First Nation communities. 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 needed to be considered.

The chapter on Family Violence in Aboriginal Communities was refined to highlight pertinent information and considerations when working with women experiencing spousal abuse in First Nations. In addition, the chapter was edited using a format and language which would not be viewed as offensive towards First Nations.

ONWAA also added the section, "*Path for Healing*", which provides a brief explanation of the Medicine Wheel and the value of working holistically. The Medicine Wheel is a symbol of ALL creation, of all races of people, birds, fish, animals, trees, and stones. The wheel teaches the four aspects of our nature...physical, mental, emotional and spiritual.

To further compliment the chapter ONWAA added to the suggested readings list to expand the knowledge base in order to best assist the community.

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

ONWAA is mandated through the Chiefs of Ontario to provide technical training to First Nation Social Service Administrators and support staff throughout Ontario. As the association is 100% owned and controlled by First Nation Social Service Administrators, 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.

As previously stated, historical realities as a result of colonization and assimilation policies of the Canadian government have negatively impacted First Nation communities. These realities were at the forefront and further acknowledged through the use of a traditional elder during each training session.

Linking historical realities to present socio-economic conditions gave the worker insight into the barriers that First Nation women face when wishing to make changes in their lives.

Many women in First Nation communities are economically and educationally disadvantaged. Job opportunities are few, making it difficult for women to support herself and her children. Housing can be substandard and overcrowded, leaving women with little or no housing options. 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. Transportation is also a barrier to seeking help or leaving the community.

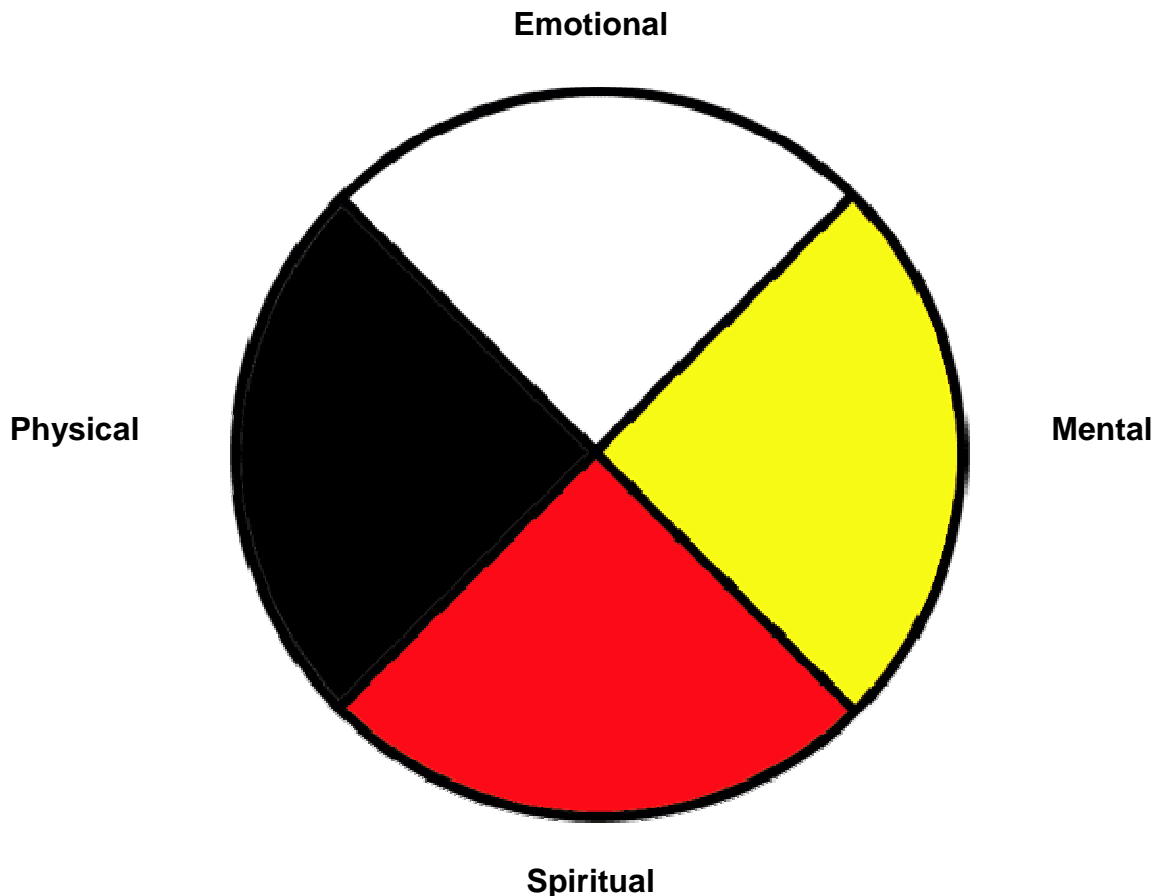
Participants were taught how family violence has negatively impacted the community. The training session provided opportunity for stakeholders to learn about the dynamics of family violence, fully explore laws, policies, and reporting practices regarding women abuse and discuss and explore services and resources within various communities. Alternative services and resources were also discussed as many communities do not have direct, local access to formal services when dealing with issues of abuse.

As identified in the manual, First Nation families are many times more likely to experience family violence. As such, many participants expressed the desire to receive additional. More intense training that further explores the systemic causes, impacts and exploring a wholistic approach to enhancing services aimed at reducing family violence within First Nation communities.

Each community is unique and the worker was required to adapt the material to fit the community context. Caution should always be taken while working with woman suffering from abuse. Cultural competency and awareness of community realities can assist in preventing the worker from oppressing and re-victimizing the individual.

3. Draft and final Documents

- I. **Women Abuse Issues and Related Community Supports and Services (Kee We Wa Pa T Nee Ma T Na Wow - manual)**
- II. **Kee We Wa Pa T Nee Ma T Na Wow – Opening remarks**
- III. **Agenda** (included in manual)
- IV. **Medicine Wheel** (below)



4. Performance Measurements

Ontario Women's Directorate – Training in Key Sectors Pre-Training Questionnaire

FIRST NATION ONTARIO WORKS VIOLENCE AGAINST WOMEN TRAINING

Location: Mississauga, Ontario North Bay, Ontario Thunder Bay, Ontario Timmins, Ontario Kenora, Ontario Sudbury, Ontario	Date: February 23, 2006 March 1, 2006 March 7 & 9, 2006 March 23, 2006 April 4, 2006 April 11, 2006
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Please complete all questions below with a (✓) and an explanation where appropriate.

1. A. Currently, how well equipped to you feel to identify situations of woman abuse and to provide women and children at risk with referrals and supports they need?

Not at all	Not very well	Moderately well	Very well	Total Participants
12	22	15	6	55

B. What training or material would help you feel better equipped?

- | | |
|--|---|
| <ul style="list-style-type: none"> ✚ More workshops on Violence Against Women ✚ Wellness for Women ✚ Resource List / on & off reserve ✚ Extended Training ✚ Certification ✚ Awareness ✚ Safety Issue ✚ Services/Referrals & Resources ✚ Polices & Procedures / Manual ✚ Proper Resources to assist women & children (financial, referring agencies, adequate housing, infrastructure) ✚ Videos, pamphlets identify myths, stereotypes ✚ Workshops on Family Violence & focus on building positive family environment ✚ Communication ✚ Crisis Intervention | <ul style="list-style-type: none"> ✚ Community plan to assist in first response ✚ Dealing with disclosures ✚ Ontario Works role when a women discloses Abuse ✚ Ensuring the safety & well being of women & children from abusive homes ✚ Suicide Prevention ✚ Depression ✚ Sexual Abuse / How to deal with as an adult ✚ How to Recognize ✚ More knowledge on emotional abuse & material ✚ To learn new skills to add to knowledge of types of Abuse ✚ Dealing with Domestic Abuse ✚ Policies in place for all social workers to follow ✚ More hands on training |
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2. Please indicate (✓) your level of agreement with the following statements:

Currently, I have a <u>high</u> level of understanding of ...	<i>Strongly Disagree</i>	<i>Disagree</i>	<i>Agree</i>	<i>Strongly Agree</i>	<i>Total</i>
a. the dynamics of violence against women (e.g., different forms of woman abuse, power & control Issues, reasons women don't always leave abusers)	6	11	30	8	55
b. signs that a woman may be experiencing woman abuse	4	15	28	8	10
c. signs that a child may be exposed to woman abuse	8	11	27	9	27
d. how violence against women relates to other forms of oppression, such as racism	6	11	30	8	55
e. the impacts of violence on the woman and her children, the community and society	6	10	32	7	55
f. how violence affects women with diverse needs (e.g senior, Francophone, Aboriginal, immigrant, disabled rural, Northern)	8	11	27	9	55
g. my occupational roles and responsibilities in situations of woman abuse	8	11	27	9	55
h. policies and procedures in my workplace for situations of woman abuse	8	15	25	7	55
i. laws and procedures for reporting children who are exposed to woman abuse	8	18	24	5	55
j. safety issues and how to help women with safety planning	8	24	18	5	55
k. services, referrals and resources I could use in situations of woman abuse	8	12	31	4	55

Ontario Women’s Directorate – Training in Key Sectors Immediate Post-Training Questionnaire

FIRST NATION ONTARIO WORKS VIOLENCE AGAINST WOMEN TRAINING

Location:	Mississauga, Ontario	Date:	February 23, 2006
	North Bay, Ontario		March 1, 2006
	Thunder Bay, Ontario		March 7 & 9, 2006
	Timmins, Ontario		March 23, 2006
	Kenora, Ontario		April 4, 2006
	Sudbury, Ontario		April 11, 2006

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

1. **Because of the training and materials, do you now feel better equipped to identify situations of woman abuse earlier and to provide women and children at risk with the referrals and supports they need?**

Yes (49) No (6)

2. **Please indicate (✓) your level of agreement with each of the following statements:**

Because of the training and materials, I have an increased understanding of:	Strongly Disagree	Disagree	Agree	Strongly Agree	Total
a. the dynamics of violence against women (e.g., different forms of woman abuse, power & control issues, reasons women don't always leave abusers)	-	-	29	26	55
b. signs that a woman may be experiencing woman abuse	-	-	33	22	55
c. signs that a child may be exposed to woman abuse	-	-	37	18	55
d. how violence against women relates to other forms of oppression, such as racism	-	4	28	23	55
e. the impacts of violence on the woman and her children, the community and society	-	-	26	29	55
f. how violence affects women with diverse needs (e.g., senior, Francophone, Aboriginal, immigrant, disabled, rural, Northern)	-	-	31	24	55
g. my occupational roles and responsibilities in situations of woman abuse	-	2	33	20	55
h. relevant policies, procedures and practices in my workplace	-	9	29	17	55
i. laws and procedures for reporting children who are exposed to woman abuse	-	4	28	23	55
j. safety issues and how to help women with safety planning	-	9	26	20	55
k. service, referrals and resources I could use in situation of woman abuse	-	9	26	20	55

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3. For each of the following statements, indicate (✓) the most appropriate response for you:

On-the-job practice change:	Yes	No	Not Sure	Does Not Apply	Total
a. I plan to make changes to my on-the-job practices based on the training and materials (e.g., using procedures or protocols covered in the training and materials).	42	2	7	4	55
b. I plan to formally communicate the information I learned in the training and materials to others in my workplace.	47	2	4	2	55
c. I believe there are changes our organization could make to its practices and procedures based on the training and materials.	40	2	11	2	55

4. Please identify anything that would improve the training and materials.

- ✚ Helpful, Talking and sharing it was positive
- ✚ Suicide Prevention
- ✚ Have Elder Available throughout the day
- ✚ Drug / Alcohol Prevention
- ✚ More physical activities to keep everyone awake
- ✚ Provide this material to the community
- ✚ Through postings and newsletters
- ✚ Provide Video to workshops on topic
- ✚ Better Audio / TV sound was not clear
- ✚ Excellent Training – well planned and organized
- ✚ Guest speaker on Family Violence – survivor
- ✚ More time needed 2 or 3 days to thoroughly cover all materials
- ✚ All members need to attend this session (Mandatory)
- ✚ This training is a stand alone session. Don't mix with others
- ✚ Longer, more extensive training
- ✚ Mandatory for Social Services / part of Ontario Works
- ✚ Allow more time for VAW workshop
- ✚ Why is this workshop not Mandatory?
- ✚ Brainstorming is good
- ✚ Used to doing group work

5. My Job title is:

- I. Ontario Works Administrator (s),
- II. Social Service Assistant,
- III. Family Support Worker,
- IV. Child Welfare Worker,
- V. SAFT Coordinator,
- VI. Drug & Alcohol Worker,
- VII. Health & Social Service Director,
- VIII. Support Worker,
- IX. Project Coordinator,
- X. Case Worker,
- XI. Band Manager,
- XII. Administrative Assistant,
- XIII. Band Council

5. Corrections / adjustments

- a. Providing the historical overview required adjustment depending on the audience beliefs. Traditional, Christian and mixed participant belief systems needed to be fully understood and respected prior to delivering the historical component.
- b. ONWAA utilized a different regional elder to provide wisdom and guidance during each training session. Agenda corrections were required as each Regional Elder provided a different workshop opening, shared their own experiences and provided guidance as required.

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

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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

10. Approval by Recipient