



First Nations Health Authority  
Health through wellness

## Healing From Trauma January 1 to March 31, 2022

Name:

FNHA Region:

WORK PLAN AND EXPECTED RESULTS

January 1 to March 31, 2022

In August 2021, the Government of Canada announced additional funding to improve access to mental wellness supports for those impacted by the ongoing investigations and confirmations of unmarked burials at the sites of former Indian Residential Schools. <https://www.canada.ca/en/crown-indigenous-relations-northern-affairs/news/2021/08/government-of-canada-enhances-support-to-indigenous-communities-to-respond-to-and-heal-from-the-ongoing-impacts-of-residential-schools.html>

This expanded Trauma-Informed Funding funding is intended to improve access to the *Indian Residential Schools Resolution Health Supports Program, Missing and Murdered Indigenous Women and Girls Health and Cultural Supports*, and *Indian Day Schools Health and Cultural Supports* and make the same services available to more people.

The expanded Trauma-Informed Funding will allow organizations to better serve those individuals who are already eligible (for example, by hiring additional staff to deliver emotional and cultural supports), and to deliver services to newly eligible community members. Organizations and support workers do not need to ask about family experiences with Indian Residential Schools or other traumas in order to determine eligibility.

### Goals

The primary purpose of this funding is to increase the number of community-based, Indigenous health and cultural support providers (i.e. salary and related costs for workers to provide emotional support and cultural support). Expanding the existing network of health and cultural support providers which will reduce the burden on health and cultural support workers, and will improve access to culturally-grounded supports to new people.

### Provider Qualifications

- Ultimately, organizations are the best placed to recruit health and cultural supports that meet the specific needs of the community they serve. See definitions of minimum requirement at the end of this document.

Objectives: the Recipient shall carry out the activities set out in section 4 (Activities) of this “Healing from Trauma” Program Plan to achieve one or more of the following objectives (see objectives column).

- a. Providing training, capacity building, and development opportunities for health and cultural support workers;
- b. Providing ongoing support for health and cultural support workers to ensure they are able to continue to work in safe ways (ie- opportunities to discuss casework and other issues in a structured way, such as through formal debriefing or clinical supervision);
- c. Paying for travel and related costs for health and cultural support workers to attend training or development opportunities, including training on how to provide better support to underserved communities such as children and youth or 2SLGBTQQIA;
- d. Paying for travel and related costs for health and cultural support workers to provide services at events (community gatherings, commemoration events, events related to the identification of unmarked burials);
- e. Paying for resources that are necessary to provide services (cell phone or laptop to provide virtual services, traditional medicines, supplies for cultural activities, food for

traditional feasts, etc.)

- f. Doing outreach activities to develop linkages with the child-welfare system, the justice system, the education system, the health system etc.
- g. Hiring helpers for cultural support providers (including hiring people with technological expertise to support access to virtual cultural/ Elder supports when deemed appropriate)

Activities

- Funding can also be used to enhance emotional and cultural supports through complementary trauma informed & culturally-relevant and safe approaches to mental wellness including:
  - On-the-land activities and ceremonies;
  - Workshops (grief and loss, traditional parenting, intergenerational trauma, etc);
  - Cultural activities (medicine walks, drum-making, sewing circles, language revitalization);
  - Delivering workshops, activities, or supports in settings including educational settings (ie K-12 schools), federal institutions such as prisons, child welfare settings (ie group homes, foster homes).
- Funding can be used to improve access to mental health supports such as by hiring a regulated mental health professional (social worker, psychologist) to provide mental health supports to individuals, families, or groups, or to provide supports to health and cultural support workers and other front line staff.

OBJECTIVES	ACTIVITIES / OUTPUTS	OUTCOMES	RESULT MEASUREMENT INDICATORS	TIME PERIOD
1) Providing training, capacity building, and development opportunities for health and cultural support workers;				January 1, 2022- March 31, 2022

OBJECTIVES	ACTIVITIES / OUTPUTS	OUTCOMES	RESULT MEASUREMENT INDICATORS	TIME PERIOD
2) Providing ongoing support for health and cultural support workers to ensure they are able to continue to work in safe ways (i.e. opportunities to discuss casework and other issues in a structured way, such as through formal debriefing or clinical supervision);				January 1, 2022- March 31, 2022
3) Doing outreach activities to develop linkages with the child-welfare system, the justice system, the education system, the health system etc.				January 1, 2022- March 31, 2022
4)Hiring helpers for cultural support providers (including hiring people with technological expertise to support access to virtual cultural/ Elder supports when deemed appropriate)				January 1, 2022- March 31, 2022

OBJECTIVES	ACTIVITIES / OUTPUTS	OUTCOMES	RESULT MEASUREMENT INDICATORS	TIME PERIOD
<p>5) Meet or exceed the following administrative requirements.</p>	<ul style="list-style-type: none"> <li>• Ensure that the health support workers and cultural support workers have the tools and resources required to provide these services.</li> <li>• Quarterly report to FNHA with both quantitative and anecdotal reporting. *See template</li> </ul> <p><b>Expenses:</b></p> <p>The Recipient shall not expend funding provided under the Agreement for support services or travel outside of Canada by any person without the prior written approval of Canada.</p> <p>The Recipient shall not transfer or use funds for any other purpose but for carrying out the terms and conditions of the Agreement and the provision of health and cultural support services for Indian Residential School</p> <p>Providing resources that are necessary to provide services (cell phone or laptop to provide virtual services, traditional medicines, supplies for cultural activities, food for traditional feasts, etc.) Survivors and their family members.</p> <p>Paying for travel and related costs for health and cultural support workers to attend training or development opportunities, including training on how to provide better support to underserved communities such as children and youth or 2SLGBTQQIA;</p> <p>Paying for travel and related costs for health and cultural support workers to provide services at events (community gatherings, commemoration events, events related to the identification of unmarked burials);</p>	<ul style="list-style-type: none"> <li>• On-going collaboration and team building with health and cultural supports identified to work with each Indian Residential School Survivor</li> <li>• The information collected will be used to help with planning, and to demonstrate the continued need for services in future funding requests.</li> </ul>		<p>January 1, 2022- March 31, 2022</p>

OBJECTIVES	ACTIVITIES / OUTPUTS	OUTCOMES	RESULT MEASUREMENT INDICATORS	TIME PERIOD

***\*Definitions***

Emotional Support Services and Activities. Frontline emotional support to listen, talk and guide IRS clients through all phases of the IRS Settlement Agreement. RHSP emotional support services are provided by a para-professional Aboriginal Health Worker, known as a Resolution health Support Worker (RHSW)., for the purpose of helping IRS Clients safely address a broad spectrum of mental wellness issues related to the impacts of these experiences.

- Minimum qualifications and experience working with Indigenous mental health and wellness issues;
  - a) Knowledge of the IRS legacy and impacts;
  - b) Understanding of Indigenous cultural norms and protocols;
  - c) Knowledge of vicarious trauma and self-care techniques and training;
  - d) The interpersonal skills required to work with both individuals and groups;
  - e) A willingness to travel; and
  - f) Personal suitability for the service being provided including a current criminal record check with the RCMP.

Cultural Support Services and Activities. Cultural Support Services are provided by elders, sacred knowledge keepers, traditional healers through dialogue, prayers, traditional healing, land-based healing, ceremonies or teachings. The specific cultural support services provided will be determined based on the needs of each IRS client. The CSP is vetted by the community as an elder or traditional healer. Minimum qualifications and experience:

- a) Experience working with Indigenous mental health and wellness issues;
- b) Knowledge of the IRS legacy and impacts;
- c) Understanding of Indigenous cultural norms and protocols;
- d) Knowledge of vicarious trauma and self-care techniques and training;
- e) The interpersonal skills required to work with both individuals and groups;
- f) A willingness to travel; and
- g) Personal suitability for the service being provided including a current criminal record check with the RCMP.