

ANNUAL REPORT

2019-2020



Ontario Native Women's Association



BLUE MOON, *Big Spirit Moon*

The thirteenth moon of Creation is Big Spirit Moon. Its purpose is to purify us, and to heal all of Creation, a process which may take a three-month long spiritual journey. During this time, we receive instructions on the healing powers of the universe and transform into our own vision of the truth.

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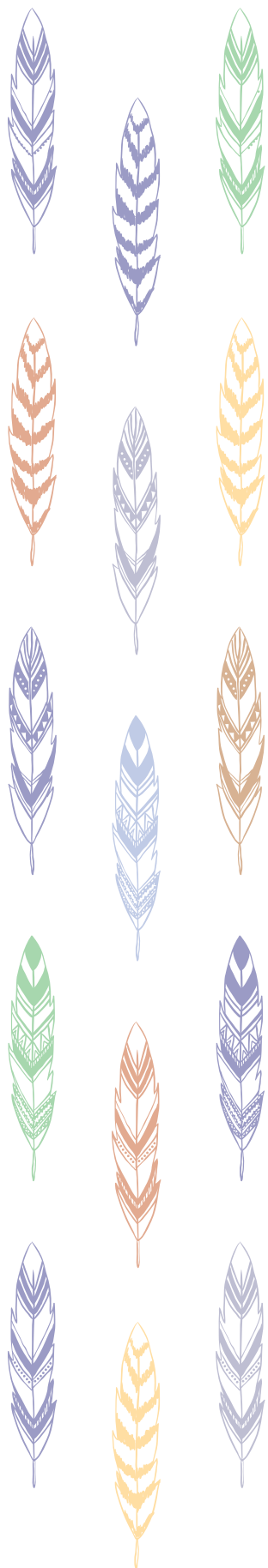
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Our Vision

At the Ontario Native Women's Association (ONWA) we will support women to take up their leadership roles in the family and in the community.

ONWA will support women's leadership. To do that we have to ensure that our voices are heard. We have to start by listening to each other first.

- To reclaim our voices we must have knowledge. Much of the knowledge we need to be strong leaders is rooted in the cultural teachings.
- To hear our own voices we must silence our pain and trauma and find a place for it in our lives that does not hurt us.
- Our self-esteem needs to be reclaimed.

When we speak we will have a grounded, balanced, strong, and kind voice.

To achieve our leadership roles we have to break the cycle of abuse that is part of our families and communities. To do that we will, through all of our actions and words, not carry forward the abuse.

We will speak the truth because we will know what the truth is. We will be forgiving and move forward after our truth has been shared. We will not use the colonization behaviours we have learned to hurt others. We will believe in our truth and respect it.

We will expect board members and our Executive Director to reflect this vision of behaviour. When they do not behave in this way we will gently ask them to realign their behaviour.

We will be focused in our work and not exhaust the staff or board. We recognize that any issue we chose to work on, with focused resolve, will support women to move forward in all issues, because all issues are interconnected.

In being leaders in our families our focus must be on the children:

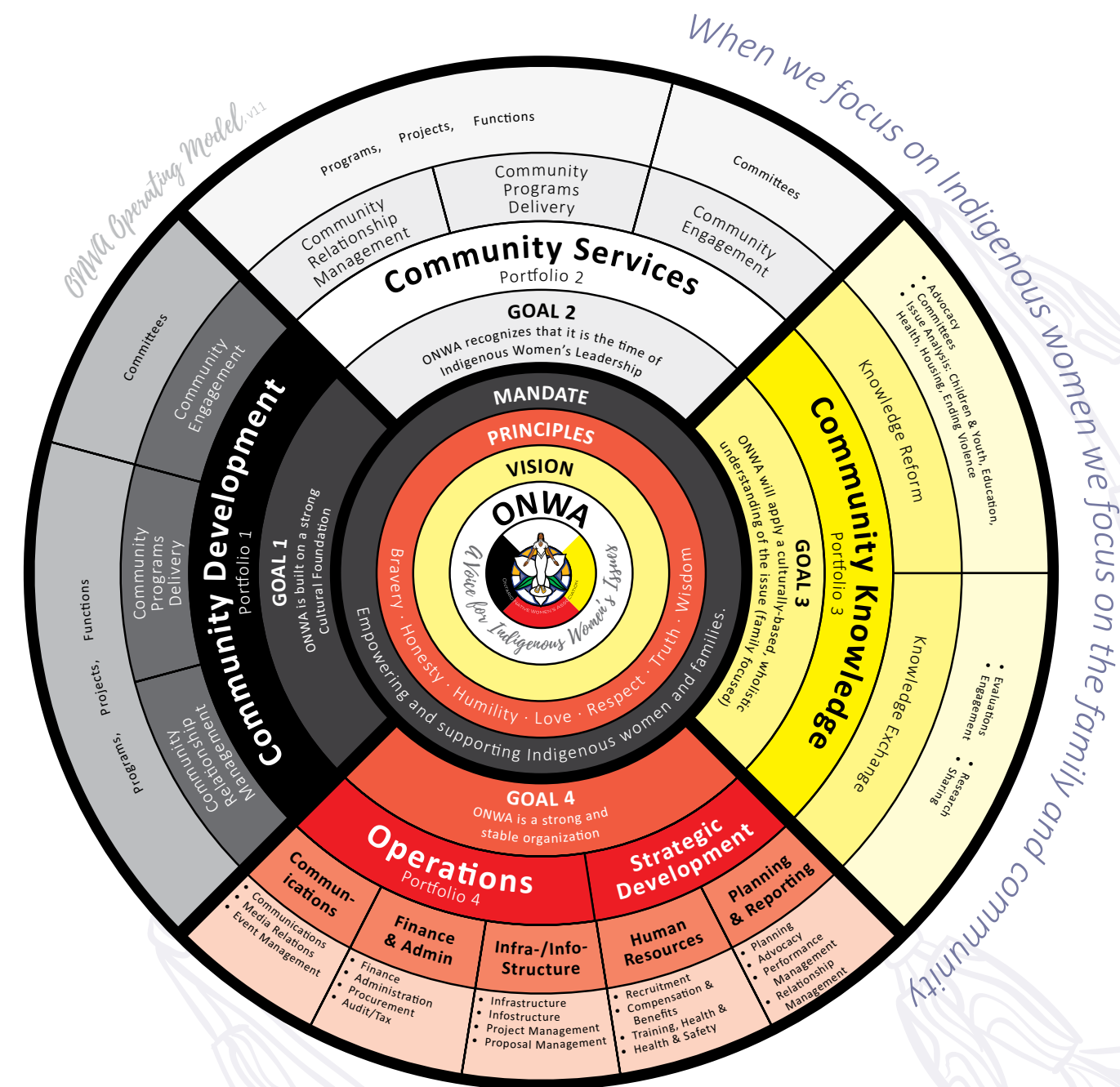
- We take up our role for the children and address the child welfare system. We will build a child welfare system that is transformed and recognizes that the shattered, hurt parent needs love, care and attention, just as her children do. We will create new ways of healing families that are based on the cultural teachings. We help each woman change her life for the better.
- We take up our role for the youth and deal with the youth suicide. We will be good teachers and guides for our youth and make space for them in our work.

We will trust in ourselves and in each other that we can realize this vision. We will love and care for each other.

Our Organizational Structure

ONWA is honoured to take up our responsibility to the community. In the true nature of Indigenous women's leadership, we do not see one person as more important than the other, but rather, we focus on each of our responsibilities as part of the whole. We come together in unity and work towards one vision.

Our Operating Model is a visual representation of how our Strategic Picture is implemented throughout ONWA. This model places women at the centre of the wheel immediately surrounded by our Vision, Principles and Mandate, as these form the heart of all ONWA's work. Balancing this foundation, are four Portfolios encompassing the four key goals outlined in our Strategic Picture.



President's Message



In the frenetic response to COVID-19 and its many challenges it has been easy to overlook all the amazing work ONWA accomplished this past year. We now take time to remember with pride.

After 50 years of advocacy and struggle, the government finally passed Bill S-3 just before the election, followed by the holidays and then COVID-19. Suddenly this extraordinary milestone was set aside as ONWA and the world struggled to address the ensuing pandemic. We now need to fully honour this accomplishment that finally ended all sex-based discrimination in the Indian Act.

The steady hand and leadership of the ONWA team, as well as the valued contributions of our dedicated board of directors, has provided strength, wisdom and much needed program continuity. Our work building long-term, transparent relationships with all levels of government and stakeholders has continued to stabilize the organization's growth and alignment with its strategic goals.

From its inception, ONWA was founded on a grassroots network of women whose leadership provided for the needs of Indigenous women and families. During these current challenging times while other organizations had to pull back, ONWA increased its outreach to community. Using innovation and sheer determination, we delivered information and programs such as specialized GoBags and PPE to those most in need, while sharing our sparse resources with other organizations such as the Thunder Bay Police Services.

This ability to respond comes from our resilience

and capacity built over time. It comes from the knowledge that our voices matter and our work has great impact. Demand for our services continues to increase, as do our offerings. This year's accomplishments have greatly improved the lives of Indigenous women, girls and their families.

Arriving at the end of our fiscal year, COVID-19 made people take stock of their lives. Pre-pandemic, family was often thought of as something we would get to eventually. In these past months, we have been forced to really embrace our families, organizations, and our people in a more honest and defined light.

Recently in a home improvement store, I was surprised to find there were no seeds, soil, or mulch available. Now because of COVID-19, everyone is suddenly re-connecting to Mother Earth. This virus from nature has given us all a sudden wake-up call to re-define priorities, and not with a gentle nudge as we battle the second wave.

Once again, we look to the Creator to give us the strength to carry on, building on the great accomplishments and lessons learned from this past year.

In unity,

Dawn Lavell-Harvard

Dawn Lavell-Harvard

Executive Director's Message



Reflection, Pause and Optimism

Just as our fiscal year was coming to a close, the entire world changed dramatically. Without missing a beat our executive leadership met the

ensuing challenges, immediately mobilizing our province-wide team in response to the COVID-19 pandemic. The safety of our staff was priority number one, ensuring their ability to successfully assist Indigenous women and serve our communities. As we continue to work through this pandemic, we pause now to reflect on our success of the past year.

With our support, after generations of advocacy for equal rights, Indigenous women and their descendants saw the final removal of all gender-based discrimination from the Indian Act. ONWA celebrated this historic removal of over 100 years of gender discrimination with the federal government's commitment to implement Bill S-3.

ONWA continues to work towards systemic change through the re-design of child welfare and we saw success from our advocacy with the ending of the unwritten policy on birth alerts. As well, we are addressing the appalling over-representation of Indigenous girls in the youth justice system, and the intersecting issues of race, gender and violence.

Other successes include the *Aakode'ewin – Courage for Change* Program, which saw 36 successful human trafficking exits, with another 1,231 individuals in pre-exit planning. The *Babaamendam – Trauma-Informed* Program promoted healing and self-empowerment for 677 women in crisis, and informed 3,598 participants through trauma specific workshops.

Our youth programming provided 49 workshops teaching youth-specific life skills, safety, and cultural interventions to over 973 participants. Our Gladue Writer and Aftercare Programs assisted in the prevention of time in correctional facilities and judicial processing by 6,525 days, and guided 64 Indigenous women in developing a personal plan of care that prevented recidivism. Amazing strides were made in all other programs, addressing housing, family and sexual violence, physical and mental health, baby, child and community wellness.

Growing and maintaining our resources, ONWA secured evergreen funding for multiple programs, ensuring stability and allowing our efforts to be focused on the programs themselves. Our priorities for the year ahead include advocating for the recommendations in the Reconciliation with Indigenous Women Report, engagement with Indigenous women on their experiences, challenges and successes dealing with the COVID-19 pandemic, as well as developing a strategy to address sexual violence.

We ended this past year by re-inventing how we offer services to our community and we will continue to respond as new challenges arise. The inherent leadership of Indigenous women continues to lead the charge into an uncertain future with courage and kindness. The Seven Grandfather Teachings guide our decision-making with steady calm and wisdom. Reflecting on the past year and pausing for thanks, we embrace the medicine of optimism.

In unity,

Cora-Lee McGuire-Cyrette

Cora-Lee McGuire-Cyrette



Our Work

A Year in Review

Over the last year, effort and determination has led to significant changes for Indigenous women and communities. Our collective voices have impacted both program and service delivery, and work for improved relations with governments here and abroad.

Indigenous women and their descendants finally have rights equal to those of Indigenous men. We are affecting systemic change, creating awareness of, and working to end the intersecting forms of violence that cross our paths throughout our lives. Working with trauma-informed, gender-based Indigenous research methodologies, our knowledge and experience inform authentic strength-based solutions.

We continue to listen, engage, and incorporate feedback as we strengthen relationships and evolve supports. Our leadership is being recognized. We will continue to empower and embrace healing from individual, to family, to community. As we move forward together, our voices are being heard.

PHOTO: CoraLee McGuire-Cyrette, ONWA Executive Director (left) with the late Dorothy Wynne, ONWA Honourary Grandmother and inaugural cover feature story

She is Wise Magazine
Read or subscribe at:
www.onwa.ca/she-is-wise-magazine

She Is Wise Magazine Launch

Finally, an Indigenous Women's magazine, a new empowering voice for Indigenous women. ONWA launched the inaugural edition of their new biannual official publication "She is Wise" magazine on October 2019.

The new magazine is a platform that will empower Indigenous women and actively support ONWA's on-going work to end racism and violence as well as celebrating Indigenous women's accomplishments and successes.

"The magazine framework centres on Indigenous Women's leadership. It honours collective wisdom by reclaiming that which colonization had targeted, our inherent knowledge as leaders in our families and communities." stated ONWA Executive Director Cora McGuire-Cyrette.



LAUNCH! Edition 1: 2019 Fall/Winter
Inspiring a New Generation



Edition 2: 2020 Spring/Summer
The Healing Power of Art



NEW! Edition 3: 2020 Fall/Winter
Spilling the Tea with Mona Hardy



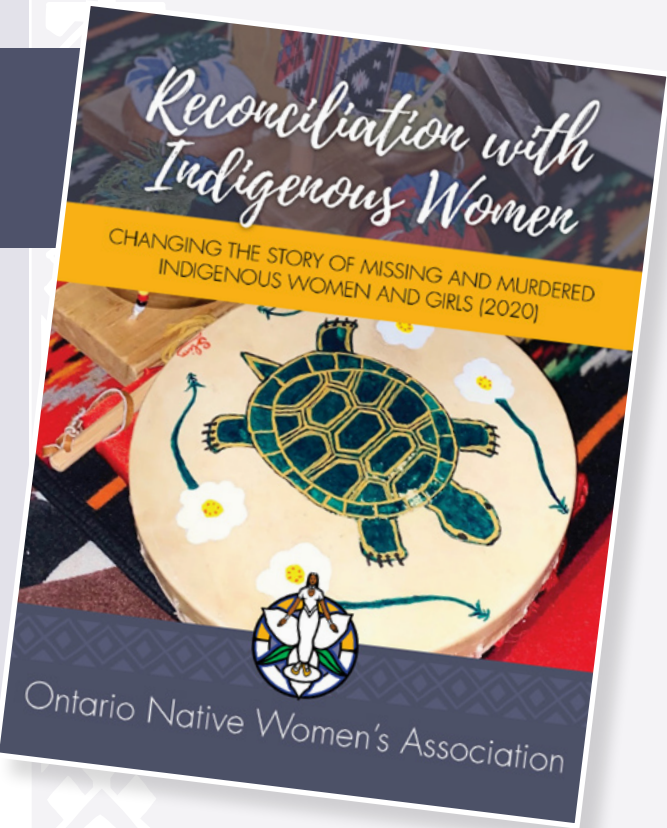


Staff Training at Old Fort William Historical Park

Read the Report at:
www.onwa.ca/learning-resources-mmiwg

“Healing is the ability to demonstrate love, resilience, and strength as well as the ability to cope even when faced with triggers and future traumas. The healing needs to go deep and work on a community level as well as an individual level.”

Siggy Leslie, ONWA Community Member



Teachings from the Turtle - Reconciliation with Indigenous Women: Changing the Story of MMIWG (2020)

During November 2019, ONWA staff gathered on the traditional territories of the Fort William First Nation for staff training. Part of that training included the presentation of the Indigenous Gender-Based Analysis (IGBA) model.

The IGBA model provides a deeper understanding of issues facing Indigenous women and the multiple systems they navigate. ONWA identified 28 systems from listening to Indigenous women as the experts in their lives. All of the systems have embedded systemic racism and perpetuate violence against Indigenous women.

ONWA’s IGBA is built from an analysis of existing anti-violence work ONWA undertook over a 50-year period. It is designed to identify and eliminate factors that create any form of violence against Indigenous women.

ONWA framed the IGBA model based on teachings from the turtle.

At the conclusion of the presentation, Elder Al Hunter asked to speak. On behalf of Bepgogoti Kaiapo (resident of Grassy Narrows First Nation, Treaty #3), he had presented ONWA with a turtle drum gift. He told us that turtle drum gift was a message from Creator that ONWA was on the right path doing the work that needs to be done.



The IGBA work provided the framework upon which ONWA built the *Reconciliation with Indigenous Women: Changing the Story of MMIWG (2020)* report.

The report centers Indigenous women, their knowledge and experience, as not only the focus of the National Inquiry, but as leaders with solutions. ONWA’s membership, reports, community engagements, and programs that address ending violence against Indigenous women and girls informed the report. It also honours community submissions from Indigenous women and families. This critical information

must be integrated into the development of the National Action Plan if it is to be successful.

The report offers 13 recommendations covering 28 systems incorporating the traditional 13 Grandmother Moon Teachings. These strength-based recommendations and a wholistic approach foster independence, resilience, and environments in which Indigenous women and girls are respected—not dehumanized—their safety is supported.

The reclaiming of Indigenous women’s leadership and restoring of identity is key to addressing the crisis. Indigenous women’s organizations play an important role as they bring critical knowledge, expertise, leadership, and community voices to the table. This is why ONWA is proud to participate as the federal government’s 11th Indigenous Women’s Working Group comprised of Indigenous women’s service providers and experts on specific safety issues impacting Indigenous women.

Indigenous women are at the center of our families and communities. We need to be at the center of the National Action Plan.



IGBA Model (p. 8 Reconciliation with Indigenous Women: Changing the Story of MMIWG (2020))



Birth Alerts

In July 2020, the Ontario government announced an end to “birth alerts” — the controversial practice of notifying hospitals about newborns they believe may need protection which has led to babies being seized from new mothers. Ending birth alerts signals a shift towards reducing the number of Indigenous children in child welfare care. This systemic change ensures that “Indigenous women and children enjoy the full protection and guarantees against all forms of violence and discrimination.” (UNDRIP, Article 22 (2))

The announcement took effect October 15, 2020. It is an important step towards addressing violence and discrimination against Indigenous women in Ontario. Indigenous women have identified birth alerts as a discriminatory practice for many years.

“Indigenous women have always had the knowledge, skills and abilities to raise their families. They have an inherent right for jurisdiction over their children. We cannot talk about jurisdiction without including mothers in the conversation. Ending the practice of birth alerts in Ontario will create positive change in the lives of Indigenous women and families. Assumptions about Indigenous women’s ability to raise their own children are unacceptable.”

- Cora-Lee McGuire-Cyrette



“Amazing work. Thank you for amplifying the work of our sisters, aunts, grandmas, moms, nieces and daughters.” -AVT



Community Services



The Community Services Portfolio offers a range of service delivery, continuum of care practices, and programming that supports Indigenous women and their family’s pathways to healing. Programs offer a safe space to experience, re-connect, and re-claim Traditional Teachings, Cultural Knowledge, and Healing Tools that enhance and build Indigenous women’s and families personal Traditional Bundles.

- All services provide a culturally safe, trauma-informed, strength-based framework built on evidence-based and promising practices using a Two-Eye Seeing Approach to ensure a seamless integration of service delivery and supports.
- Use of Indigenous approaches focus on safety, identity, and self-location within the vital work of decolonization.

Community Services operates on the principle that Indigenous women and their children are at the center of the ONWA Operating Model. ONWA recognizes that it is the time of Indigenous Women’s leadership to empower and embrace healing from individual, to family, to community.

Indigenous Supportive Housing
Indigenous Supportive Housing Program (ISHP) was one-time funding offered provincially to Indigenous women and their families to access housing support for arrears, first/last month’s rent, utilities, and housing start-up items to individuals that are at-risk of or are currently homeless, or to gain, remain housed, or to be re-housed.



“Over the weeks of our Youth Group, I watched as one youth began come out of her shell. Not only did she participate in group programs, but she smiled and enjoyed herself. She was able to express her self, and that was a major accomplishment.”

(Youth in Transition Program)

This initiative assisted 103 Indigenous women and their families to secure housing and 333 immediate needs were provided to community members. Staff were able to bridge this support at a provincial level where 21 external referrals were supported.

Youth In Transition

The Youth in Transition program (YIT) assisted Indigenous youth (ages 16-24 years old) who have experienced involvement with the child welfare system. YIT worker addressed the specific needs of at-risk or homeless youth by increasing identity and self-esteem, independent and supportive living skills, life skills, and cultural programming to support their transitional experience from youth into adulthood.


YIT workers built and maintained relationships with youth to meet their specific plan of care needs and empower youth to access services

to build their capacity, stabilization supports, increase safety awareness, and build a positive connection within community. The YIT program supported 34 Indigenous youth to begin their transition into adulthood, provided 149 individual community engagements and interventions, and 36 youth specific life skills, safety and cultural programs hosted 254 participants.



Youth In Transition – Housing Support

The Youth In Transition - Housing Support program (YIT/HS) assisted Indigenous youth (ages 16 and 17 years old) to acquire safe, stable, and sustainable housing. YIT/HS workers meet youth-specific needs to prepare for their transition into adulthood.

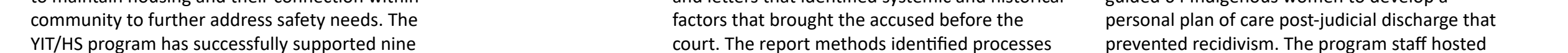

YIT/HS workers build and maintain a plan of care with youth to empower and support them to access services, build skills capacity and



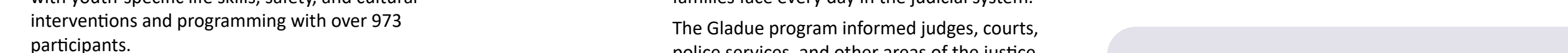
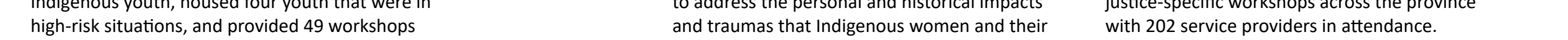
“A homeless youth came to ONWA for support. Within a week, we were able to find him a rooming house. After a month, he started to attend school again. A couple months later, we moved him into a safe and affordable housing unit for him and his child. He is on track to graduate this year.”



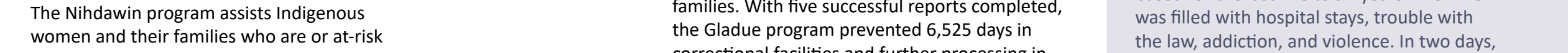
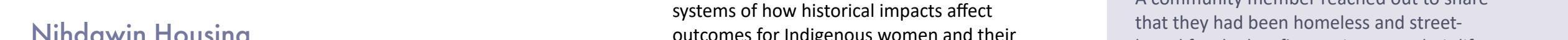
“A youth with an extensive background in abusive situations came to ONWA for support. She experienced extensive barriers within mental health and health services. Through advocacy and support, we worked together to get her the help she needed. She is now housed and enrolled in school.”



“It can be a difficult thing to reach out for help. We were honoured when one of the youth who regularly attended our programming felt safe enough to bravely approach us for the help she needed. ONWA advocated for her to enroll in school, and she is now completing courses.”



“Connecting to the land, through ONWA’s land-based camp, helped a youth feel grounded, calm and peaceful. She arrived back smiling and glowing.”



“A young expecting mother, who was homeless and not suitable for the shelter services, came to ONWA for support. We assisted in finding her and her unborn child safe, affordable housing.”

stabilization supports, and to increase their ability to maintain housing and their connection within community to further address safety needs. The YIT/HS program has successfully supported nine Indigenous youth, housed four youth that were in high-risk situations, and provided 49 workshops with youth-specific life skills, safety, and cultural interventions and programming with over 973 participants.

Nihdawin Housing

The Nihdawin program assists Indigenous women and their families who are or at-risk of experiencing homelessness. Nihdawin staff provided home visits, independent and supportive living supports, cultural connection, and specialized services to support Indigenous women and their families to gain independent housing.

The Nihdawin team assisted individuals that experience chronic and episodic homelessness. The program has supported nine family reunifications, **housed 46 Indigenous women**, re-housed 9 community members, and supported 10 community members in obtaining rent geared to income housing through Thunder Bay District Social Services. Through strong partnerships built with community landlords, the program continues to be successful with 60% of community members being housed within 60 days of entering the program.

Gladue Writer

The Gladue Writer program ensured nine Gladue reports and letters were accessible for Indigenous women with criminal offenses prior to

sentencing. The Gladue writers prepared reports and letters that identified systemic and historical factors that brought the accused before the court. The report methods identified processes to address the personal and historical impacts and traumas that Indigenous women and their families face every day in the judicial system.

The Gladue program informed judges, courts, police services, and other areas of the justice systems of how historical impacts affect outcomes for Indigenous women and their families. With five successful reports completed, the Gladue program prevented 6,525 days in correctional facilities and further processing in the judicial system saving the government over \$2,192,400.⁰⁰. The Gladue program continues to expand to new communities, make relationships, and develop formal and informal partnerships to assist Indigenous women and their families to navigate, understand, and have improved outcomes in the criminal justice system.

Gladue Aftercare

The Gladue Aftercare program provided Indigenous women and their families supports in completing the recommendations made within the Gladue report. The Aftercare Plan integrated traditional healing practices and interventions with mainstream approaches to meet the individual’s goal planning post-Gladue report or sentencing.

The Gladue Aftercare workers assisted Indigenous women to navigate judicial systems through court support, justice and trauma-specific programming, and comprehensive referrals. The program made 55 connections to traditional

supports, Elders, and Knowledge Keepers that guided 64 Indigenous women to develop a personal plan of care post-judicial discharge that prevented recidivism. The program staff hosted justice-specific workshops across the province with 202 service providers in attendance.

A community member reached out to share that they had been homeless and street-based for the last five to six years. Their life was filled with hospital stays, trouble with the law, addiction, and violence. In two days, the Nihdawin program found them safe and affordable housing. The community member expressed how they were happy to have a safe place to sleep where they no longer had to worry about losing their belongings. On move-in day, they cried and said, “Thank you so much. You don’t know how close I was to giving up and ending it all.”

After several month of being homeless, a community member who attended the Nihdawin program reached out to ONWA. She bravely discussed her fears and anxiety about living alone and being safe. With this understanding, we managed to find her an apartment in a secure building that met her requirements. One year later, she shared that she was very happy and doing well in her apartment. ONWA acknowledges the strength it took to work through safety barriers and find a safe space to call her own.

In August 2019, ONWA began working with a community member. Her goal from day one was to rebuild her relationship with her daughter and eventually be reunited. She was successful in *exiting*. She attended residential substance misuse treatment. She dealt with her legal issue. She obtained housing and secured employment. Now, she has unsupervised visits with her daughter in her new home. This strong women overcame barrier after barrier that had been placed in her way, and persevered with true strength, resilience and motivation. "Thank you for everything, I honestly don't know where I would be without your help."

(Aakode'ewin Courage for Change Program)

Aakode'ewin Courage for Change

The Aakode'ewin Courage for Change program addressed unique needs of the disproportionate numbers of Indigenous women, youth and girls affected by human trafficking and sex trades. The Courage Crisis Team assists by walking next to survivors through system navigation, safety planning, advocacy, service planning, safe transportation, and exits.

The Aakode'ewin Courage for Change program provided specialized long-term crisis support services across the province out of two operating sites in Thunder Bay and Toronto. The Courage Crisis Team supported 36 Indigenous women and youth to exit human trafficking, four women in reinstating access visits with their children, seven women in obtaining safe housing, and provided 32 community outreach sessions to 1,162 participants.

Babaamendam - Trauma-Informed

The trauma-Informed program promoted healing, self-empowerment, identity and connection to community, and individual strengths to support the process of trauma recovery for Indigenous women and their families. The program ensures safe spaces were created for the community members to practice cultural teachings, ceremony, and interventions. The program's foundation is based on traditional methodologies, connection to Elders/Knowledge Keepers along with community-based supports to ensure a full wrap around approach within this trauma work.

The trauma-informed program provided supportive, culturally sensitive and wholistic services to Indigenous women. Community members had access to ceremony and support to further build their identity and self-location. Workers assisted community members to navigate the justice system, attain stable housing, independence, and to complete victims' services documentation and court/compensation claims. Workers hosted 257 trauma specific workshops to 3,598 participants.

Indigenous Victim and Family Liaison

The Indigenous Victim and Family Liaison program (IVFL) assisted Indigenous women and their families who experienced violence including domestic, sexual, and family violence and/or are connected to Missing and Murdered Indigenous Women and Girls. The IVFL program provided assessment, education, awareness, and prevention supports to end violence against Indigenous women.

IVFL supported 153 Indigenous women to leave domestic and family violence and oppressive situations by providing wrap around support to Indigenous women and their families. The program supported community members on their healing journeys. Ninety percent did not return to abusive situations.

Indigenous Sexual Assault

The Indigenous Sexual Assault Program provided guidance to families and victims to navigate the criminal justice system. The program supported 65 Indigenous women and their families to begin the recovery process from trauma. The program builds capacity province-wide through education, presentations, and engagements to address the needs of the community in relation to sexual assault, community awareness, and prevention.

The Indigenous Sexual Assault Program provided comprehensive referrals and wraparound service delivery supports to victims of sexual assault and made connections to Traditional Healing practices, Ceremony, connection to the land, and Elders and Knowledge Keepers as part of the plan of care processes.

"I love attending the programs at ONWA."

UNIQUE PROGRAM STATS Indigenous Victim and Family Liaison

- 53 Individuals attended Traditional Healing Ceremonies
- 18 Individuals attended Counseling with Elders – Traditional Healing
- 73 Individuals supported with Court Accompaniment / Advocacy

UNIQUE PROGRAM STATS Indigenous Sexual Assault

- 7 Individuals Attended Counselling with Elders
- 39 Individual Attended Land-based Healing Activities
- 38 Individuals Attended Traditional Healing Ceremonies
- 15 Individuals Attended Traditional Healing combined with Mainstream Healing Practices
- 58 Individuals supported with Court Accompaniment and Advocacy

UNIQUE PROGRAM STATS Babaamendam - Trauma-Informed

- 480 Individual Referrals for Immediate Supports and Brief Services
- 37 Individuals attended Traditional Healing and Ceremony
- 134 Individuals attended Support Groups or Treatment
- 26 Successfully supported individuals in domestic and community violence situations

The Indigenous Healthy Babies Healthy Children program helps children and their families by providing opportunities for healthy growth and knowledge. "We educate new mothers on what is needed for baby's arrival and to provide breastfeeding and community supports information. We listen, lend a hand, encourage, and offer guidance."

"A community member stated she liked visiting ONWA. During a tough year, she came out to see what ONWA had to offer and is learning a lot. She enjoyed learning to bead, seeing the ladies, and feeling connected to the group. She felt safe at ONWA."

(Community Wellness Program)

Pam,
This past month has been a life changing experience. Its been so great getting to know you and all the ladies here at the centre. You all make me feel included and so welcome, it encourages me to get my diploma and go to college so i can have the privilege of working in an office enviroment with awesome people like you.

—Tamara
😊



Indigenous Healthy Baby, Healthy Children

Indigenous Healthy Baby, Healthy Children program (IHBHC) assisted Indigenous women and their families to provide the best opportunities for healthy development, through family home visiting, service coordination, and referrals for Indigenous women and their families from prenatal to 6 years of age.

The IHBHC program staff supported families in celebrating and honoring new and young life in the Indigenous community. This year, the IHBHC program welcomed and supported 47 new births to the Indigenous community. IHBHC program assisted 1,379 families throughout the province and provided 4,506 home visits for family support and service identification needs. The program is built on a cultural foundation, traditional parenting practices, and offers connection to Traditional Healing, Ceremony, and Medicines.

Community Wellness

The Community Wellness program assisted Indigenous women and their families who have experienced family violence or those who are experiencing struggles with healthy lifestyle choices. Community Wellness staff provided case management, intervention, and education and awareness on violence against Indigenous women.

The Community Wellness Program supported 335 unique and individual supports to Indigenous women and their families. The Community Wellness Staff developed, expanded, and implemented Indigenous programming specific to the distinctive needs of the community. The Sacred Tree program is accessible through a program referral or on the ONWA website. This 8-week program brings together community members affected by domestic and family violence and provides an opportunity to share and talk about their experience while receiving services, cultural supports, referrals, raising awareness, and prevention supports.

Community Health Outreach

The Community Health Outreach (CHOW) program is located in rural locations that do not have indigenous health access centers. The Community Health Outreach workers provided services to improve Indigenous health for 1,728 Indigenous women and their families. The staff liaise with Indigenous and mainstream service providers/agencies to increase access to health services in rural settings.

The program promoted and aims to improve Indigenous health and well-being through participant-based programming, workshops, and seminars. Staff provide culturally appropriate and culturally congruent services within individual service plans. The program connects with Elders and Knowledge Keepers to provide continuity to the scope of the program while supporting Indigenous women, youth, and families to live a balanced life.

Many Community Health Outreach program participants embraced and reconnected to their cultures through workshops. The healing blanket workshops fostered discussions around violence Indigenous women face today. A foundation was laid for working through traumas while restoring a healthy and balanced lifestyle.





Land-Based Activities



Mental Health and Wellness

The Mental Health and Wellness program provided access to culture and ceremony through land-based therapy, traditional practices and teachings, and Elders and traditional healers. The program provided a trauma-informed, holistic approach using a wraparound service continuum of care practices to 943 Indigenous women and their families in the delivery of mental health, addiction, aftercare, case management, and counselling services.

Staff delivered a substance abuse and misuse eight-week program. Nine community members graduated. Six individuals maintain sobriety with trauma and addiction-based programming supports.

ONWA's land-based program ensured a safe space for Indigenous women, youth, and their families to reconnect to the land for teachings and healing. Staff developed Healing Through the Seasons, a 13 Moon program. The land-based program coordinated day treatment camps and four day camps focused on traditional teachings and activities that allowed community members to experience a re-connection to the land and traditional healing through ceremony.

Mental Health – Traditional Healing

The Mental Health Traditional Healing program supported secondary and tertiary prevention and intervention programming for Indigenous women and families affected by mental health issues, trauma, illness, or conditions. The Mental Health program supports the coordination of Indigenous mental health programming and creates a connection to Traditional Healers, Elders, and Knowledge Keepers.

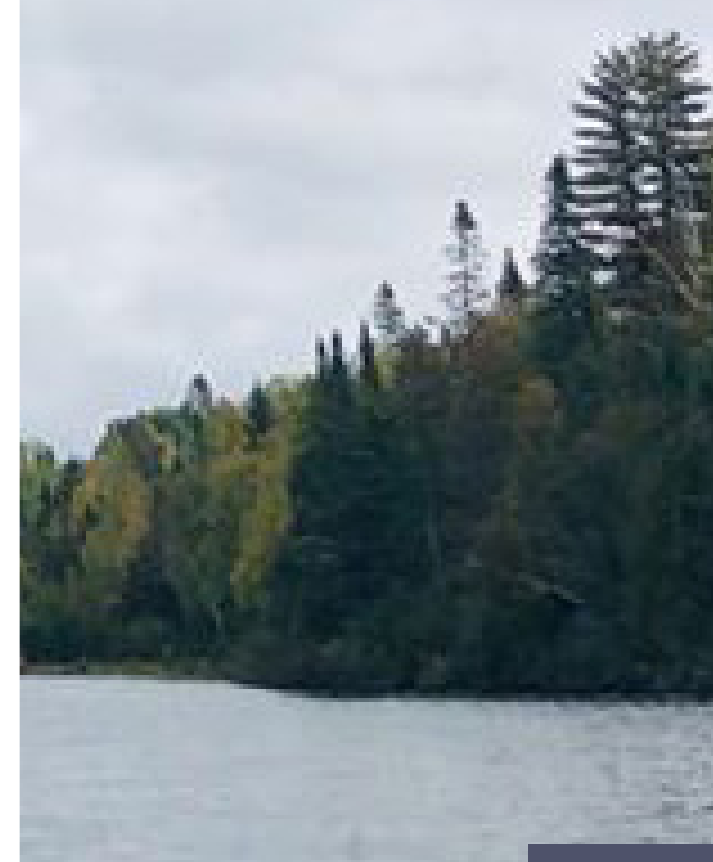
UNIQUE PROGRAM STATS Mental Health – Traditional Healing

577 Individuals attended Indigenous teachings and practices sessions

64 Individuals received services from a traditional healer

“My camping experience this week was part of my healing journey. I participated as an Elder, shared knowledge, and learned new tools in life.” -BW

“When I was first asked to come on this camping trip, I was so excited. I had been looking forward to it ever since we took canoe training. During drumming, I was encouraged to take a lead. I almost backed down at the last second but I didn't. One of my favourite activities was making dreamcatchers. The whole experience was amazing.” -LB



Community Development



Community Safety

Community Safety Liaison

The Community Safety Liaison program aims to provide culturally relevant supports for Indigenous women entrenched in, as well as survivors of gang involvement. The program’s framework is rooted in a cross-sectional wraparound approach that recognizes the interconnectedness of gangs, human trafficking, the justice system, and the restoration of the family through the empowerment of Indigenous women. In addition to direct supports, the program works to increase service provider and community capacity on pathways to gang life and best practices for supporting survivors.

Over the last year, the program provided awareness presentations and capacity-building opportunities to 130 individuals working in social services, youth justice, and child welfare. The community safety liaison assisted one survivor of human trafficking and gang entrenchment exit by using a culturally supportive wraparound approach.

Community Capacity

ONWA is the sponsoring agency for the Urban Aboriginal Advisory Committee (UAAC). The UAAC is comprised of urban Indigenous service agencies, community members, government partners and community partners who serve the collective interest of urban Indigenous people in Thunder Bay. The Community Capacity program seeks to engage, identify, and address



the local priorities and needs of the Thunder Bay Indigenous community through partnership development, community engagement, and collaboration.

The program hosted a Community Fun in the Sun Day event for 150 people brought together from the Thunder Bay Indigenous Friendship Centre, Regional Multicultural Youth Council, Thunder Bay Fire and Rescue, and Thunder Bay Police Service. Attendees enjoyed a picnic, a hoop dancing exhibition, children’s activities such as bouncy castles, and outdoor sports. The event offered the opportunity for community members to meet Firefighters and Police Officers and explore a Fire Truck and Police Car. A fun time

was had by all and community members provided input and participated in the development of a Community Homelessness Plan for Thunder Bay, eighty (80) surveys were completed by community members to affect change.

The Community Capacity program hosted the UAAC’s Annual Community Forum in September. The forum brought the Thunder Bay Indigenous community together to celebrate and confirm the Urban Aboriginal Advisory Committee membership through the election of community member representatives.



Indigenous Anti Human Trafficking Liaison

The purpose of the Indigenous Anti-Human Trafficking liaison (IAHTL) program is to support Indigenous communities by building capacity with survivors, communities, and agencies. The IAHTL program supported proposal and program development to meet the needs of Indigenous women experiencing and or fleeing exploitation. ONWA led the creation of safe spaces for survivor engagements that have since become a best practice for supporting survivors and has been implemented throughout the province.

The work engaged and supported 597 survivors this year. The IAHTL program builds and maintains relationships with ongoing survivor engagements including 1:1 sessions, workshops, cultural land-based camps, and art therapy-based projects. The program commits to developing community capacity by delivering education and prevention workshops province-wide. The survivor-focused and survivor-led program has been sought after for cross-sectoral training initiatives such as social services, health care, justice, and policing. Last year, 3,207 individuals received education and training.

Ending Violence Against Indigenous Women

Breaking Free From Family Violence

Over the past year, family unification and reunification has been nurtured through trauma-informed, wholistic supportive services that helped Indigenous women on their healing journey realize their inner strength and reclaim leadership roles in their families. BFFV family support workers provided safe spaces designed for Indigenous women and their families with improved outcomes for **over 2,000 families**. The program supported **50 family reunifications**, the **reunification of 130 children** with their families, and the **prevention of 163 children from being apprehended** by a child welfare agency in Ontario.



Turtle Rattle Teachings Workshop held in Sioux Lookout in Summer 2019

Indigenous Sexual Violence Awareness Training

The Indigenous Sexual Violence Awareness coordinator developed critical partnerships with six Indigenous partner agencies including Violence Against Women centers and sexual assault centers across the province. Partnerships ensure a strong network maintains a coordinated services approach to meet the needs of Indigenous women. Training addressed gaps, trends, and community challenges regarding sexual violence. Frontline staff engaged in capacity building, training needs, and resources assessment sessions.

ONWA’s Poetry Night provided a tool kit to ONWA branches and chapter sites across the province. The event was held to observe the *United Nations International Day for the Elimination of Violence Against Women*.

Eight Workshops were facilitated on Sexual Violence Awareness with 99 participants at locations across the province.

Four Regional Activities – In the four ONWA regions, a meeting was held with frontline staff to assess their training and resource needs and community members’ needs around sexual violence awareness.

“If it wasn’t for this program, I wouldn’t be home with my family. From the bottom of our hearts we say thank you very much!”

“I love this program. It has been very helpful and takes a lot of stress off myself, knowing that I have help like this. I always had a rough time explaining for myself so I am glad and relieved that I have a second voice. I feel more comfortable and less stressed with this support group/program. The worker is very supportive and has gone above and beyond to help me through anything and everything. I am happy to know that someone like her is around when I had nobody. The program is very helpful and an awesome support group. I thank you for everything.”

“This program (worker) really saved me and my family with the eagerness to help and was very understanding. The knowledge she shared with us was eye-opening. We couldn’t ask for a better worker than what you have at your programs. The worker is very passionate about helping families and children and as busy as she is you need to expand the program.”



Mocc Walk

18.7K

18,686

Total Hours Walked

Walkers Participated

across Ontario during the two-month period

1,107



"I'm so grateful for all ONWA does for us."

Health

Diabetes Education

The Diabetes Education Program supported communities through education and awareness activities, provided educational resources on the importance of circulation, eye disease, gestational diabetes, gum disease, healthy eating, healthy heart, kidney disease, prediabetes, stress, sugars and basic footcare.

The Diabetes Education Program provided communities with demonstrations, tools, and supplies to maintain their overall health, practice proper foot care, and understand how exercise and proper diet can lead to a healthy life. The Diabetes Education program created social and professional network supports for people living with diabetes. The Taking Care of Our Elders Feet workshop presented private sessions for a reflexologist and chiropodist to show how to protect, prevent issues, and maintain healthy feet. Referrals were given to seek professional care.

Responsible Gambling Awareness

The Responsible Gambling Awareness Program (RGAP) builds connections to empower Indigenous women, families, and communities while raising awareness about gambling issues. RGAP focusses on addressing stigmas around problem gambling and educating communities using traditional teachings and values. Problem gambling for many Indigenous people and communities leads to financial concerns, family and relationship issues, health, and mental health issues. Over the past year, the program provided traditional, educational and resource support to individuals and communities across the province struggling to discuss and address these issues.

Traditional teachings address problem gambling issues by re-instilling traditional family values. Many Indigenous women and families feel identity loss as they have not been able to learn traditional teachings or skills. Communities reconnect with themselves and their families by learning traditional teachings through workshops and activities. They reclaim balance needed for a good life.

The Gaming and Healthy Family Habits presentation provided to elementary schools across Ontario shared information on gaming time, addiction recognition, health and obesity, age appropriateness of games, violent and aggressive behaviours, and predators.

Youth Life Promotion

Youth participants learned key skills such as gardening, drumming, fishing, building a teaching lodge, doula training and many teachings about medicines, the land, and Indigenous culture from ONWA staff, Elders, and mentors.

About 125 youth attended the Grizzlies move at Silver City movie theatre. The event raised awareness about mental health and suicide among Indigenous youth.

The program offered a four-day chainsaw certification course to youth. Twenty-four youth completed the course and now have a chainsaw operating certificate.

Twenty youth completed the doula training program. Participants learned how to help a mother and family during birth by providing emotional, breathing, positioning and relaxation supports.

"I have learned a lot about diabetes and it has been helpful taking care of my diabetes."

"The information I learned has helped me control my diabetes."

"I enjoy the program and learning new things about diabetes."



"Since I have started the program, I've felt better about myself. I am very shy because of my autism. I've noticed because of the program, I'm opening up more." I really like that I am becoming more independent and learning more about my culture and plan on becoming a fire keeper. This program has helped me become a more rounded person as I learn more about my culture, traditions, knowledge, and spirituality" –YLP Mentee

"I am thankful that I am able to access traditional medicines and activities"

(Skabe Helper Program)

Youth Life Promotion – Mentorship Program

Fourteen youth mentees of the Youth Life Promotion program gained on-the-job work experience in their chosen field guided by a mentor in a culturally safe space.

Skabe Helper

The program supported 43 individuals who needed personal support services in Thunder Bay, Midland, and Fort Erie. Participants are provided the support needed to live independently in their homes and to access home and health supports. A priority is to ensure that Indigenous women and community members have access to essential cultural supports that support their well-being.

"Gii Minwaajimo Mindimooyenag Gikendaasowin – Holding Our World Together Women's Knowledge(s) and Stories" Land-Based Healing

The Land-Based Healing Research Project was a pilot project to research if Indigenous land-based knowledge can provide a foundation for healing and wellness for Indigenous women who experienced colonial trauma. The project was specific to Thunder Bay and hosted four land-based camps in the spring, summer, fall, and winter. There were 95 participants for the research project.

Participants were requested to participate in the camp setup and take down, art-based healing projects and land-based activities for four-day periods. Activities were based on the seasonal activities for the area. The researcher and project staff ensured the project was developed using the ONWA culturally safe trauma-informed program delivery model. The research report for this project will be released in 2020-21.

Indigenous Women's Leadership

Building Indigenous Women's Leadership

The program provides capacity-building opportunities to support organizational development and skills through workshops, information delivery, event briefings, funding, networking, and membership initiatives. Six members started activities like the Métis healing blanket exercise and community gardens in their communities after participating in training workshops. One council works towards becoming a chapter. Another chapter implements the strategic plan developed with the Building Indigenous Women's Leadership coordinator.

"This session will lead board and staff to envision next steps, think ahead, reflect, and lead changes."

(Strategic planning workshop and a turtle rattle-making session)



"I feel it contributed with learning how to be a leader in my life."

"Being sensitive and creating a safe space for moments to unfold."

(Trauma-informed and the Four Agreements training session)

"I know I can always count on ONWA."



"I look forward to working with everyone on this project."

"Finding peace with the lost feeling of that person, speaking with them with my thoughts and hands."

(Commemorative Art Project)



ONWA's annual Honouring Missing and Murdered Indigenous Women and Girls Pow Wow and the New Year's Eve Pow Wow hosted by the Treaty Three Police Services provides safe spaces for families to remember their loved ones and honour their memory through dance, song, and healing.

Missing and Murdered Indigenous Women and Girls Commemorative Art

The Missing and Murdered Indigenous Women and Girls Commemorative Art Project held three of the four information sessions with family members to total 22 participants. They were held in Thunder Bay, Ottawa, and Kenora. Sioux Lookout was postponed due to Covid-19.

Information about ONWA's Missing and Murdered Indigenous Women and Girls commemorative art project and other arts-based commemorative projects were provided to family members for inspiration and ideas. Different mediums of art were discussed. Family members shared their ideas about what they might like to do to honour their loved ones. Information sessions provided opportunities for sharing stories about their loved ones. Families shared stories of the trauma, loss and grief they experienced while others shared good memories of their loved ones.

She Is Wise Capacity-Building

Four program training areas are lateral violence, cultural-based practices, reclaiming voice, and healing. The areas are critical to Indigenous women's wellness journeys. Training manuals for the target areas of the program are in the development process and will be available for workshop use next year.

Areas of training that took place are a training needs assessment, board of directors' roles and responsibilities, governance, strategic picture planning, and financial training.

Missing and Murdered Indigenous Women and Girls Supporting Families

The Missing and Murdered Indigenous Women and Girls Supporting Families Program provides support to families of Missing and Murdered Indigenous Women and Girls through group-based healing activities or by providing direct family supports for initiatives that promote healing and honour loved ones.

ONWA supported 1,290 family members through ceremony, vigils, pow wows, memorial walks, and other events. The ONWA annual Poetry Night offers support to families of Missing and Murdered Indigenous Women and Girls and honours their loved ones. Gatherings such as



Fourth Annual MMIWG Pow Wow

Policy, Research, and Evaluation

*“We are story.
All of us.*

What comes to matter then is the creation of the best possible story we can while we’re here; you, me, us, together. When we can do that and we take the time to share those stories with each other, we get bigger inside, we see each other, we recognise our kinship – we change the world, one story at a time...”

-Richard Wagamese

The Policy, Research, and Evaluation (PRE) portfolio are ONWA’s storytellers. The portfolio responds to the needs of Indigenous women by applying a culture-based, wholistic and family-focused understanding of Indigenous women’s issues. PRE’s functions tell a story of Indigenous women’s lives in Ontario, identify and describe the issues of concern to Indigenous women; and identify the strategies and approaches that will improve the quality of life for Indigenous women.

Urban Indigenous Health Table

The Urban Indigenous Health Table (UIHT) addresses shared priorities to make advances in the health and well-being of urban Indigenous people in Ontario. The 2019-20 table priorities focused on three strategic areas of activity: mental health and addictions, health system efficiency, and improving the impacts of frontline services..

Participation in this table has meant that ONWA continues to advocate for Indigenous women’s health, access to health care, and culturally appropriate health services.

Indigenous Health and Wellness Strategy (IHWS)

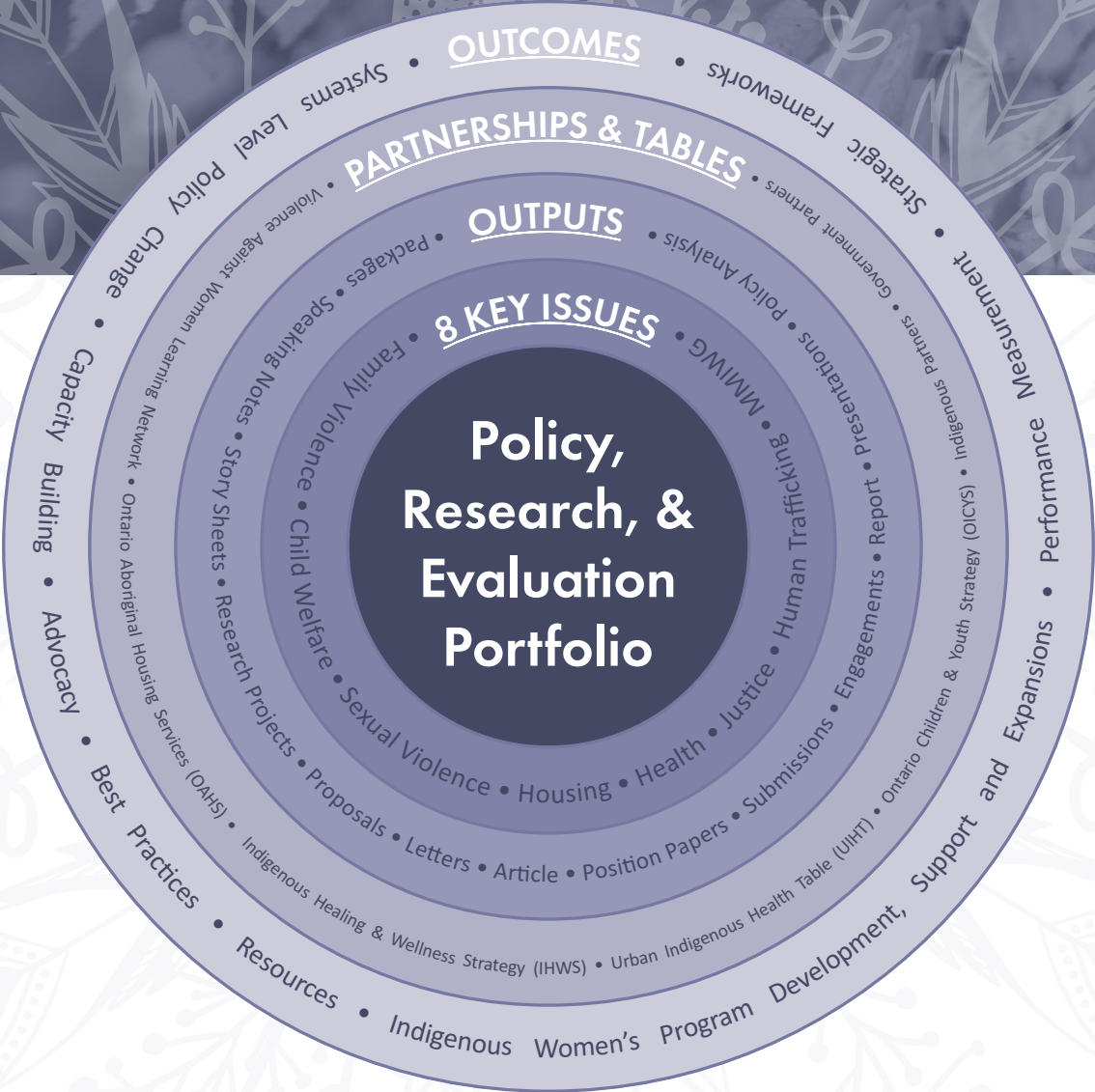
The IHWS Collaborative Table brings together representatives from ONWA, Ontario Federation of Indigenous Friendship Centres (OFIFC), Métis Nation of Ontario (MNO), and the Ministry of Children, Community and Social Services (MCCSS) to focus on Indigenous health and

wellness in Ontario. During the past fiscal year, the IHWS Collaborative Table focused on working together towards a common set of performance indicators and the streamlining of services codes under the strategy.

The result of this will be that the service codes and indicators will better reflect the realities of how programs under the IHWS umbrella work on the ground. It will better represent some of the goals and outcomes Indigenous partners would like to see as part of the strategy. This process will help ease the reporting burden for Indigenous partners and result in better access to more tailored health and wellness programming for Indigenous women and girls.

Ontario Aboriginal Housing Services (OAHS)

ONWA continues to work collaboratively as partners with OAHS to address off-reserve Indigenous housing policy capacity, issues, needs, and gaps in Ontario. ONWA’s focus is on providing housing policy analysis and recommendations informed by an Indigenous gender-based lens to support Indigenous women and their children in attaining culturally appropriate housing. This includes on-going systems level input on areas such as the Special Priority Policy (SPP) and various legislation, strategies, policy and program development related to housing to ensure the safety of Indigenous women and their





R N A O BEST PRACTICE SPOTLIGHT ORGANIZATION INDIGENOUS FOCUSED

Registered Nurses Association of Ontario - Best Practice Spotlight Organization

ONWA and the Registered Nurses Association of Ontario (RNAO) have entered a three-year partnership. ONWA is the first Indigenous service provider agency and part of the first Indigenous cohort to work towards being a Best Practice Spotlight Organization (BPSO). ONWA selected the RNAO's Woman Abuse Best Practice Guideline (BPG) as our first practice to implement. Looking forward, our second BPG will focus on smoking cessation. During this fiscal year, the PRE team participated in Champions Training workshops and laid the project's foundation by conducting a gap analysis and prioritizing recommendations. This project improves ONWA's response to key issues facing Indigenous women such as violence and health.



experiences with violence and human trafficking are addressed. The housing policy analyst supports ONWA's executive director in her role as OAHS board member and provides technical support on board-directed priorities.

This year, the policy analyst facilitated ONWA's participation in the Indigenous Supportive Housing Program (ISHP) funding project that supported individuals at risk of homelessness across the province. The policy analyst provided support on activities related to ONWA's partnership in the Indigenous Youth Housing Development project in Thunder Bay.

Ontario Indigenous Children and Youth Strategy (OICYS)

Through ONWA's partnership with OICYS, ONWA enhances Indigenous child, youth, and family well-being across ministries and services such as child welfare, residential services, and youth justice to address issues such as poverty, violence, and human trafficking.

This year, the policy analyst provided a gender-based analysis of the Quality Standards Framework for Residential Services Providers that

resulted in the ministry launching a co-developed resource guide to improve service collaboration, gender equity, and the quality of residential care for Indigenous children and youth. The policy analyst participated in a working group with the Youth Justice Division's Effective Programming Initiative that resulted in improving accountability in race and identity-based data collection, as well as the design and evaluation processes of programs and services for Indigenous youth, and specifically Indigenous young women.

She Is Wise Research Project

ONWA has begun implementing the She is Wise project which is a sexual violence research project that will result in a gender-based violence blueprint framework. The framework incorporates Indigenous women's stories of sexual violence and considers women as experts in their own lives and experiences. This is essential in contributing to and developing knowledge to end violence against Indigenous women.

COVID-19 Pandemic Response

Since COVID-19 has been declared a global pandemic, the Policy, Research, and Evaluation team has been providing daily briefings on the provincial and federal responses to stop the spread of the virus. This helped ONWA share critical information with community members, Chapters, and partners across the province.

United Nations Beijing+25 Platform for Action

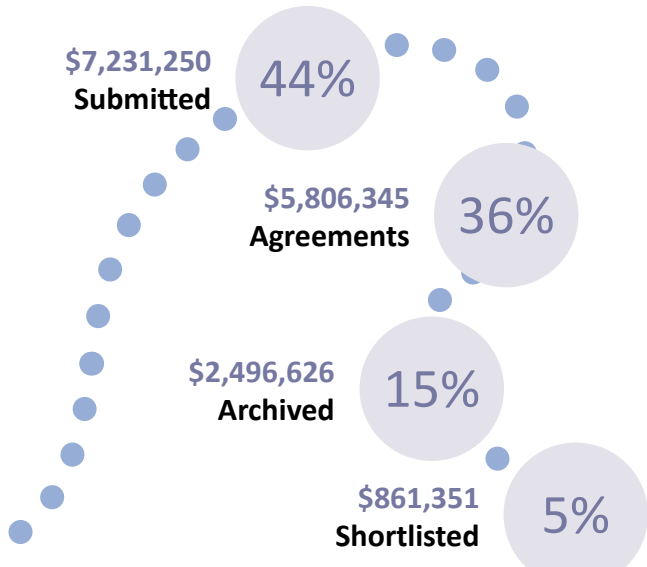
ONWA attended the *Beijing+25 Regional Review Meeting* held October 29 - 30, 2019 in the Palais des Nations, Geneva to review progress and identify challenges in the implementation of the Beijing Platform for Action. ONWA collaborated on submissions to the United Nations Economic Commission for Europe (UNECE) and the UN Women Regional Office for Europe and Central Asia on the *Canada National Review Report Briefing and the Recommendations from the CSO North American Indigenous Women Sub Group*.

Our Growth



Opportunity Management within the Operations Portfolio supports ONWA in its strategic pursuit of funding opportunities helping to ensure the financial viability and sustainability of the organization. Opportunity Management aims to streamline and manage the lifecycle of each funding opportunity pursuant to the generation of the opportunity until the finalization of the opportunity.

2019-20 saw the preliminary implementation of the role of Opportunity Management where funding opportunities were being captured within a tracking system which is now developing into the Dreamcatcher Database. Over the course of the fiscal year, 38 funding opportunities were captured that were worth \$16,395,572. Out of this amount, approximately \$5.8m are in new(er) agreements and \$7.2m currently have funding statuses pending while \$2.5m archived was either opportunities that didn't go to bid or ones that were unsuccessful. Overall, this was a good year and note that this information is over and above the current operating budgets and agreements.



Risk Management & Mitigation

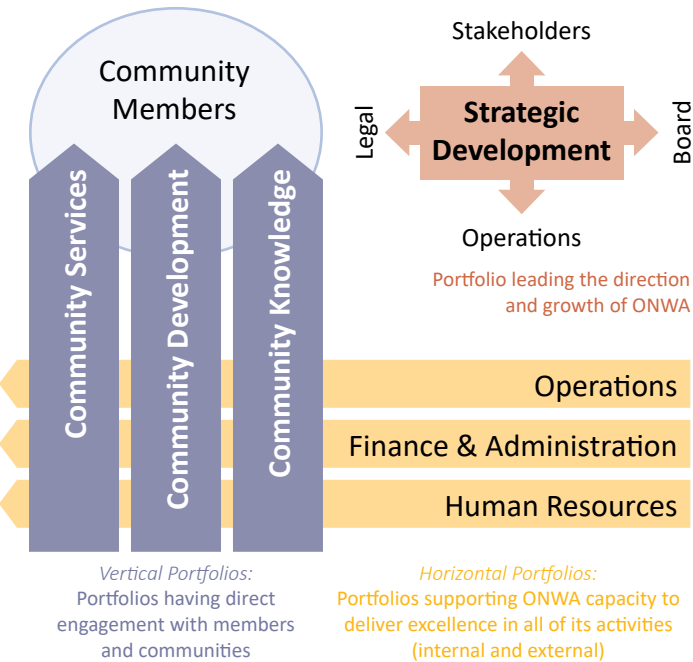
ONWA continues to have a strong Risk Management Mitigation process that is evaluated at every level of the organization. It is strongly integrated with management practices of the board and within the internal Portfolios. All risks are reported to the board of directors quarterly. ONWA is successful in maintaining a low risk organization rating for the last five years.

The organization assesses and supports risk in the following areas;

DIMENSION	SCORE
Governance and Organizational Risk	0
Service Delivery and Operational Risk	1
Stakeholder Satisfaction and Public Perception Risk	0
Financial Risk	0
Legal and Compliance Risk	0
Technology and Information Management Risk	0
Human Resources and People Risk	0
TOTAL	1
OVERALL RISK RATING	LOW

Service Delivery Approach

ONWA utilizes a service delivery approach and continuously updates the policies and procedures focused on quality assurance and rights of workers and community members. ONWA's Risk Mitigation Strategy is to develop a new clear structure across the organization that provides *clarity, alignment, and performance*. Moving forward, ONWA will continue to develop operating *policies, processes, and procedures* for more effective service delivery to meet the needs of Indigenous women.



Marketing and Communications

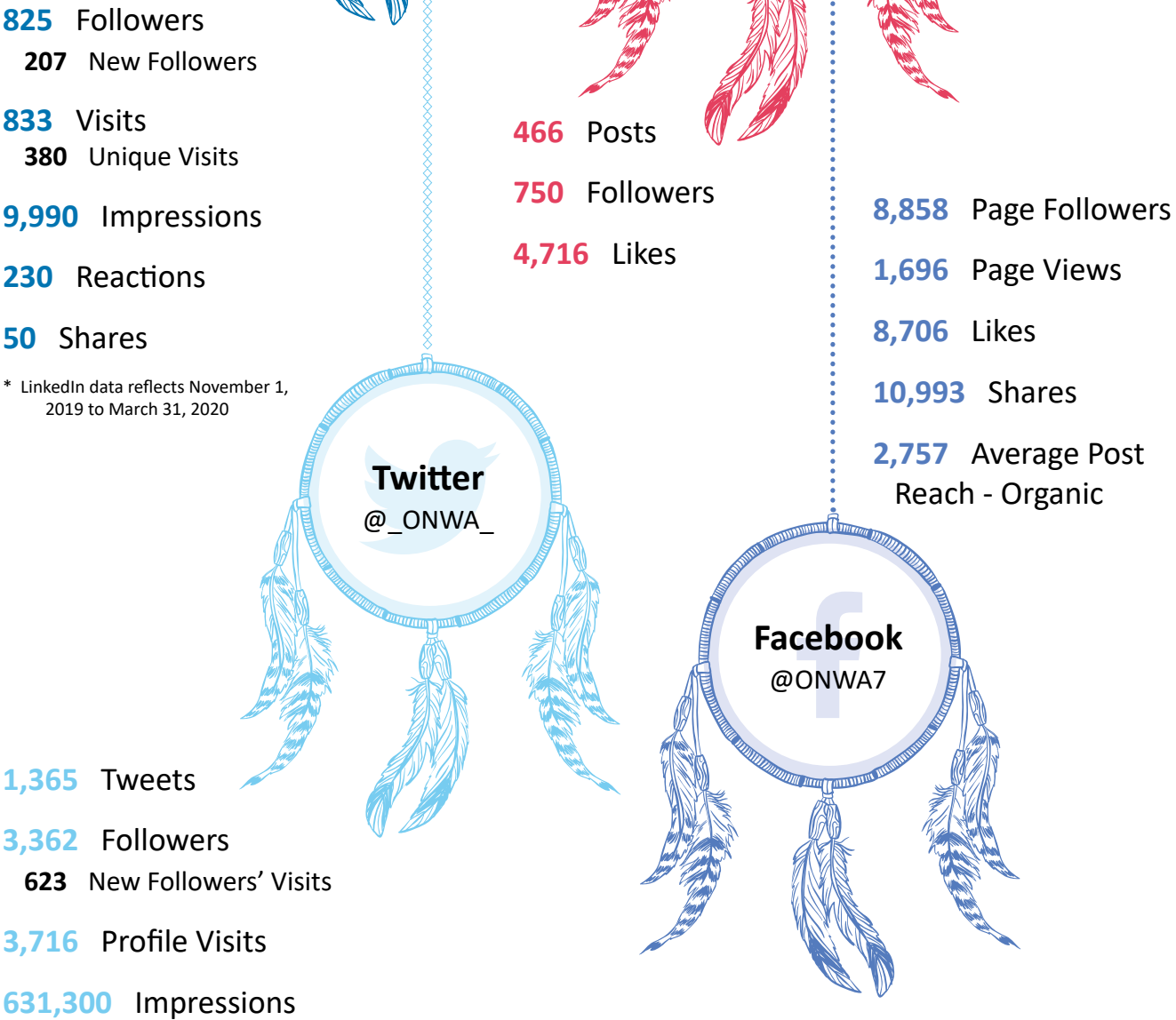
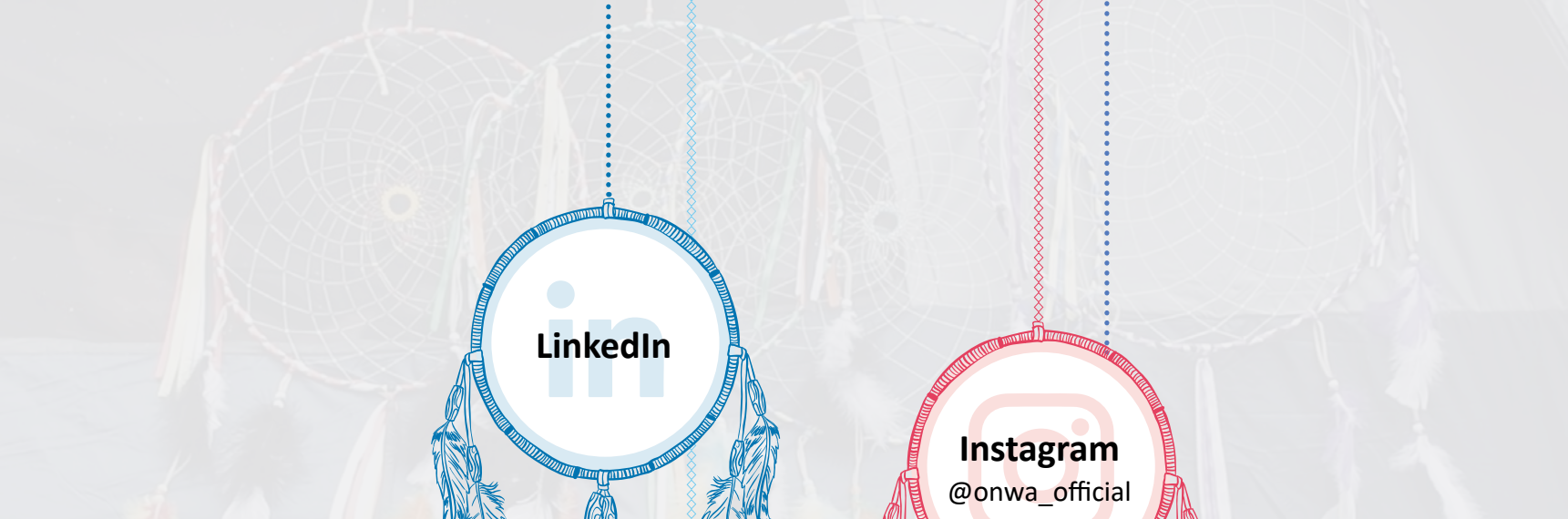
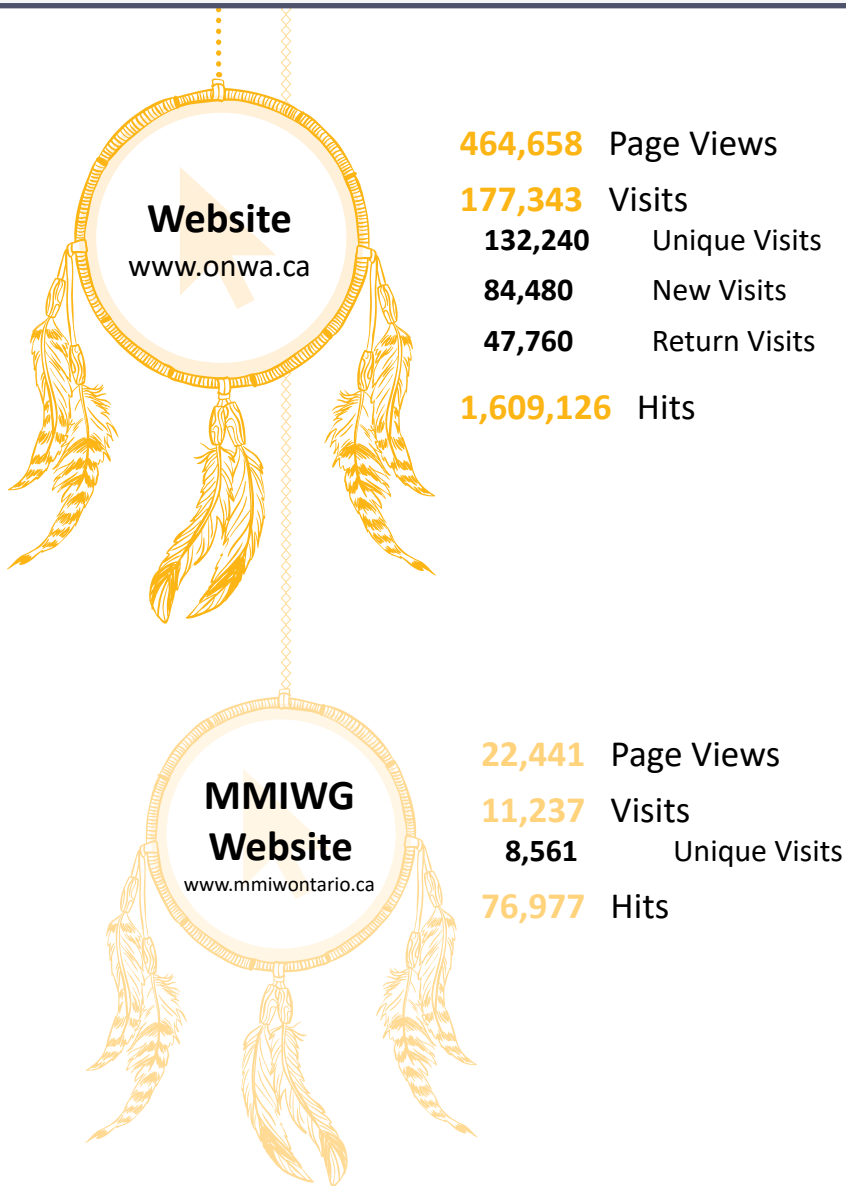
Marketing and Communications (MarCom) work together to connect the ONWA brand with people, places, experiences, and events. MarCom helps promote Indigenous women’s voices across communities by telling their stories and supports Indigenous women to reclaim their inherent role as community leaders.

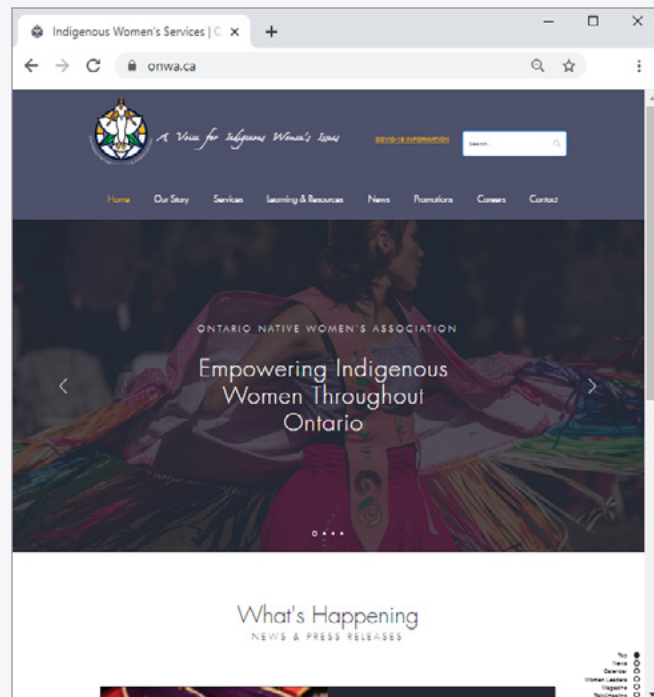
During the 2019-20 fiscal year ONWA launched the *Journey to Safe SPACES* report, delivered the inaugural edition of the *She Is Wise* magazine, organized the first leadership conference, launched ONWA’s new website (www.onwa.ca), refreshed ONWA’s branding, coordinated several social media campaigns, and more. Through a variety of channels and tactics, these successes led to tremendous growth in ONWA’s presence in the media.

The year ended with the reality of the COVID-19 pandemic which challenged MarCom to rapidly adapt and redefine ONWA’s online presence and how we communicated internally and externally. MarCom was able to successfully pivot and navigate the challenging circumstances that COVID-19 presented.



* M = Millions, K = Thousands





Launch of Website

On March 30, 2020 the Ontario Native Women's Association (ONWA) launched its newly updated and improved website. The update was created with the user experience in mind, including features to help navigate and access much needed resources with ease.

"Modernizing our website is one tool to support the Indigenous community right now. The website will be a "living" document that will be updated regularly as we share our best practises, resources and videos to support a community development approach. [...] The sharing of knowledge is what our communities need."

To view the site, please visit www.onwa.ca

Infostructure

The responsibility of our Infostructure program is to facilitate access to the right information for the right people at the right time so that we can continue to inspire and empower indigenous women to be leaders. This is done by ensuring that our information management systems and information technology is modern, effective, and easy to use.

Aside from daily operational support and planning, our Infostructure team is continuously involved in business optimization projects that improve our overall IT systems which leads to better data, more efficient processes, and more productive happy employees.

Here are a few of our achievements this year:

- 1. Better tools:** By bringing our daily tools to the cloud, including email, chat, meetings and other collaboration tools, we continue to increase our adoption of and comfort with the best tools available to help us deliver our programs and services to the community.
- 2. Better decision support:** With improved tools, comes improved decision support. We

continue to enhance our information systems to provide timely and trustworthy ONWA data and insights to those who need it.

- 3. New website:** With the help of our MarCom team, we've refreshed the look and feel of our website and organizational communications. Our new website is visually appealing, easier to navigate, and provides much needed functionality enhancements. Expect more improvements to be made as we continue to explore and share our stories and successes.

- 4. Partnerships:** Because of our continued growth and IT requirements, ONWA has established a relationship with a managed IT service provider so that we can continue to support our teams and our community across the province as we grow.

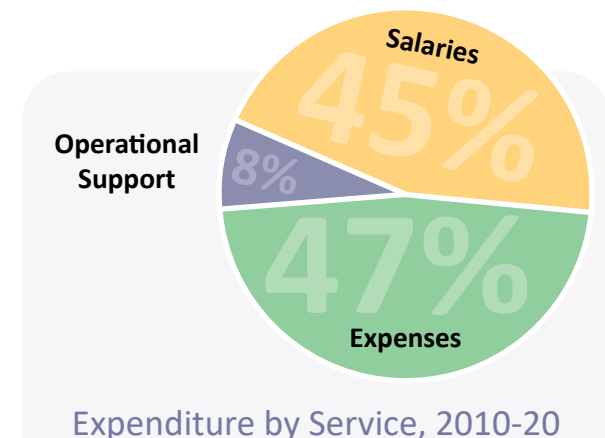
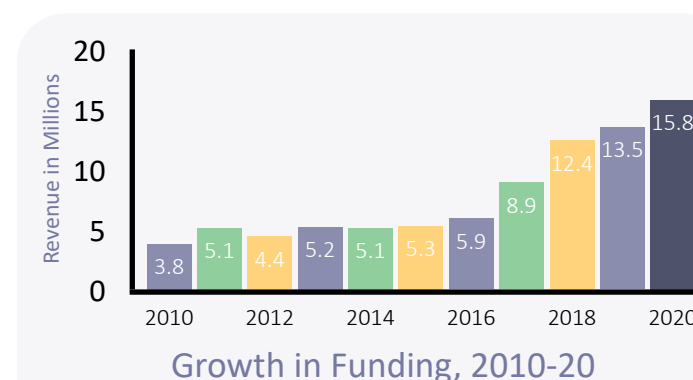
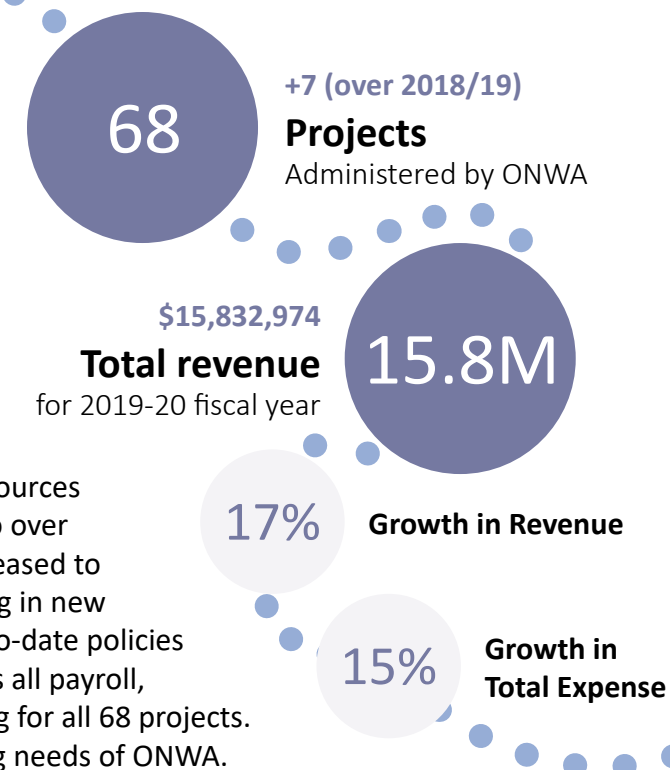
ONWA's growth during 2019-20 has demonstrated a need for continued development of both our Information Management and our IT programs. We continue to improve in all of these areas to give our community the best support and experience possible.

Finance

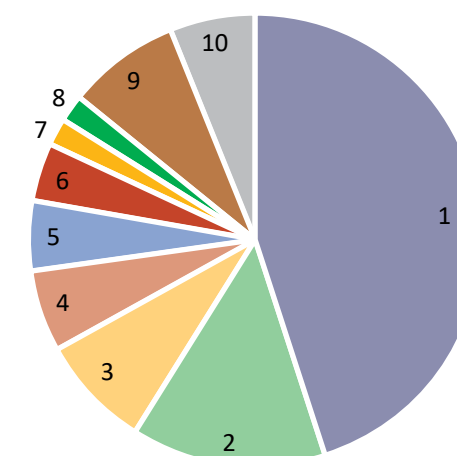
The Finance Department is a vital support pillar within ONWA. It helps to ensure fiscal responsibility and accountability across the organization. Finance takes data and turns it into useful information to help our leadership make strategic proactive decisions that are clear and transparent.

ONWA has experienced significant growth during the 2019-20 fiscal year. Our total revenue from all sources has seen a growth of over 17% and has increased to over 15.8 million dollars. The portfolio of grants has increased to 68 agreements. Finance continues to grow and bring in new ways of providing the best service we can with up-to-date policies and procedures. The finance department completes all payroll, accounts payable, and completed financial reporting for all 68 projects. We are upgrading our software to meet the growing needs of ONWA.

This information is based on previous years' budgets and our current audit. ONWA's audit was completed with no issues and a clean management letter.



REVENUE BY SOURCE



1. Ministry of Community and Social Services 45%
2. Ministry of the Attorney General 14%
3. Ministry of Health and Long-Term Care 8%
4. Ministry of Indigenous Relations and Reconciliation 6%
5. Métis Nation of Ontario 5%
6. Ontario Aboriginal Housing Services 4%
7. Thunder Bay Indian Friendship Centre 4%
8. Ministry of Status of Women 2%
9. Admin fees 8%
10. All other revenue 6%

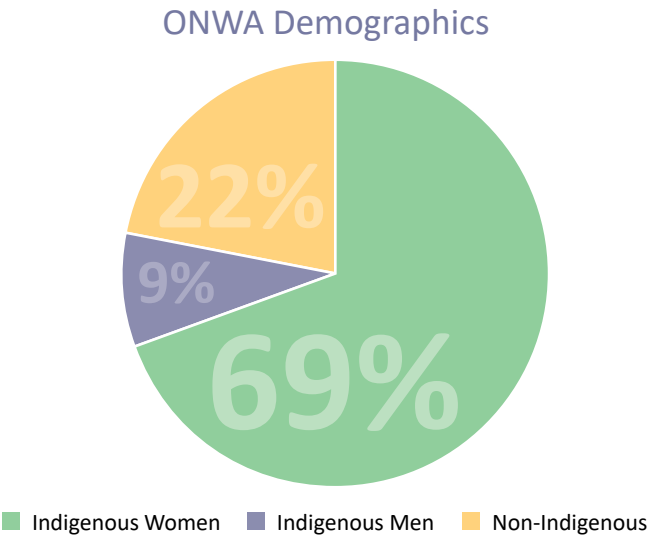
Human Resources

Human Resources (HR) guides, supports, and works in collaboration with all stakeholders to achieve ONWA's vision by empowering Indigenous women. HR fosters an engaging, positive and informed team while identifying and responding to the changing needs of diverse internal and external stakeholders.

HR leverages and implements technology to improve internal efficiencies and communications amongst all stakeholders. HR serves as a trusted advisor and ally for excellence and leadership through organizational effectiveness, innovative HR solutions, recruitment, retention and enrichment, exceptional quality of services delivery, and collaborative relationship-building.

Our Workforce

We are pleased to show most of our workforce continues to represent the community members we serve with **78% of our workforce being Indigenous peoples** and **69.5% of these being Indigenous women**.



Growth and Recruitment

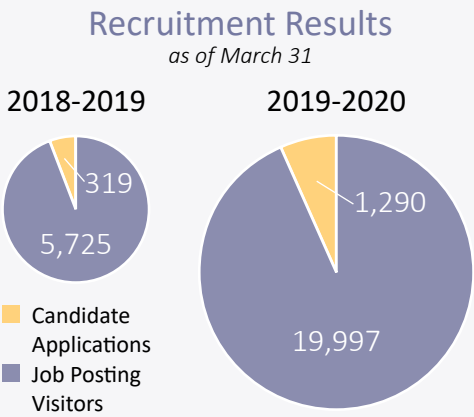
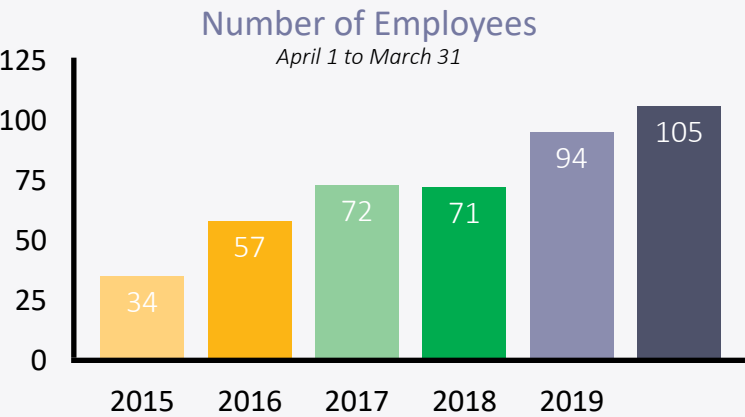
This last fiscal year was about stabilizing the organization, to align our employees and programs to better support our communities and community members.

As an organization, we build our presence and add programming throughout the province which continues to fuel recruitment. We have **grown our staff by 10% overall**.

We experienced an increase in the number of visitors viewing our job opportunities throughout the province. This visibility increased by **over 14,000 visitors**. About **1,100 community members applied** through our applicant tracking system.

Utilizing *Bamboo HR*, we can hire, onboard, and support new employees virtually.

We further reviewed all salary bands to ensure they were marketable across the province.



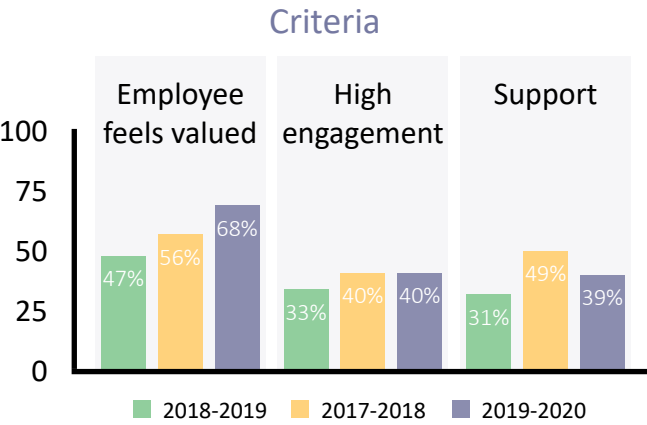
This enhances our ability to attract and retain qualified employees. The work we do is highly specialized. **Key Core Competencies** for job descriptions and postings provides a foundation to meet community members' needs.

- **Inter-cultural Competency Informed** understands to incorporate a personal responsibility to increase sensitivity, awareness, and implementation of ONWA's cultural teachings and organizational practices in professional conduct and work-related deliverables.
- **Indigenous Gender-Based Analysis Informed** understands to incorporate an intersectional approach to gender, race, discrimination, and subsequent intergenerational impacts affecting Indigenous women and their families.
- **Trauma-Based Practice Informed** understands to incorporate a trauma-informed approach to recognize and respond to all forms of trauma and the necessity of supporting Indigenous women in a culture of tradition and safety on their healing journeys.
- **She is Wise Leadership Informed** understands to incorporate the Four Agreements within daily responsibilities combined with ONWA's cultural teachings that contribute to the empowerment and leadership of Indigenous women in their communities.

Our Performance

ONWA conducts annual performance reviews on full-time employees. Through this process, we determine levels of engagement, value, and support tracked through our human resource information system. These are all completed and tracked through our human resource information system.

Reviews tell us our employees have a high sense of feeling valued. We continue to maintain engagement levels. With a higher number of new staff in place, we recognize the need to support them. We've implemented branch managers in every location to assist with this



Our Training and Development

Human Resources works with all portfolios to identify our needs with training and development of our team. It is our priority to ensure all team members are provided with training that works to set them up for success. We understand their success impacts the success of our community members and our organization.

Over the last year, ONWA embarked on a partnership with Steven Covey and the program *7 Habits of Highly Effective People* in which a group of managers, leaders, and staff participated. We engage the Banff Centre for specialized training in to strategic management and project management.

We streamline our training efforts and identify reputable action-oriented training. We work with Schulich-York University to develop a leadership development plan for next year. The plan is comprised of three components:

- Management 1
- Management 2
- Mini MBA

Services

Fort William First Nation

Head Office
Corporate & Financial Operations

Greenstone Satellite Office

- Community Health Outreach
- Indigenous Healthy Babies Healthy Children
- Mental Health and Wellness

Hamilton

Satellite Office

- Babaamendam (Trauma-Informed)
- Gladue
- Indigenous Healthy Babies Healthy Children

Kenora

Satellite Office

- Breaking Free from Family Violence
- Community Wellness
- Indigenous Healthy Babies Healthy Children
- Indigenous Victim and Family Liaison
- Mental Health and Wellness

Napanee

Satellite Office

- Babaamendam (Trauma-Informed)
- Indigenous Healthy Babies Healthy Children

Ottawa

Satellite Office

- Babaamendam (Trauma-Informed)
- Breaking Free from Family Violence
- Gladue
- Indigenous Healthy Babies Healthy Children
- Mental Health and Wellness

Sioux Lookout

Satellite Office

- Ending Violence Against Indigenous Women
- Indigenous Healthy Babies Healthy Children
- Mental Health and Wellness
- Youth in Transition

Thunder Bay

Satellite Office

- Aboriginal Diabetes Education
- Aboriginal Responsible Gambling Awareness
- Babaamendam (Trauma-Informed)
- Breaking Free from Family Violence
- Community Wellness
- Ending Violence Against Indigenous Women
- Indigenous Anti-Human Trafficking
- Indigenous Healthy Babies Healthy Children
- Indigenous Victim and Family Liaison
- Indigenous Women’s Leadership
- Mental Health and Wellness
- Missing and Murdered Indigenous Women
- Family Support
- Nihdawin
- Ska-Be (Helper)
- Urban Aboriginal Strategy
- Youth in Transition
- Youth in Transition Housing Supports
- Youth Life Promotion (Mentorship)

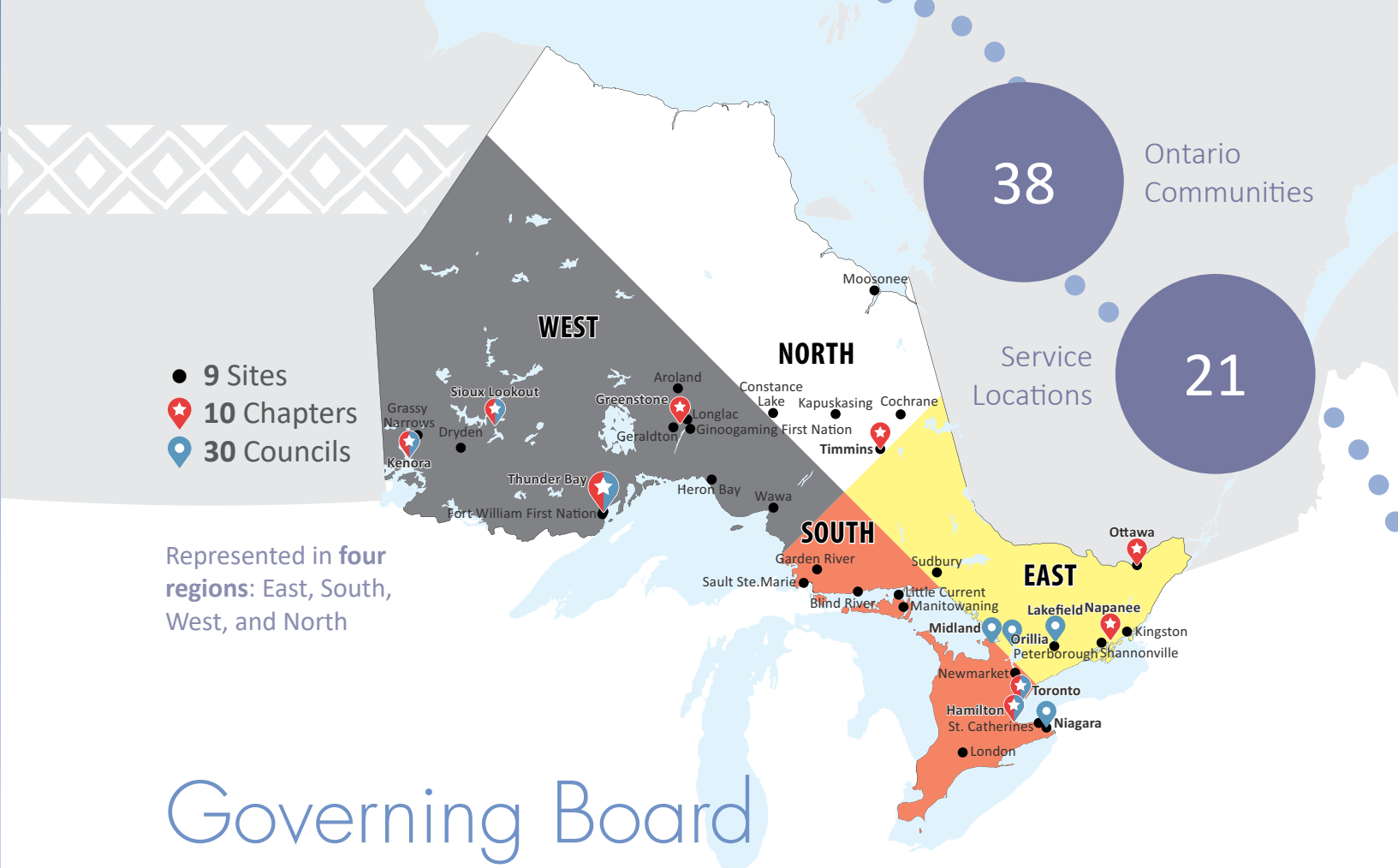
Timmins

Satellite Office

- Babaamendam (Trauma-Informed)
- Breaking Free from Family Violence
- Mental Health and Wellness

Toronto

Executive & Satellite Office
Communications & Justice Programs



Governing Board

ONWA has a policy-making board committed to creating an open supportive environment with respectful communication. The board is comprised of 16 Indigenous women representing each of the four regions including two honorary members and a regional Grandmothers’ Council who are non-voting members of the board and who are present at board meetings and the annual general assembly in a supportive and mentorship role. The board follows policy that provides framework for how ONWA governs.

Board of Directors - CURRENT REGIONS (2019-2020)			
Eastern Region	Southern Region	Western Region	Northern Region
Dawn Harvard President	Wendy Sturgeon Secretary	Agnes Bachmann Director	Roberta Wesley Vice President
Melinda Commanda Director	Gloria Alvernaz-Mulcahy Director	Cecilia Airns Director	Betsy Connor Treasurer
Kimberly Lamothe Director	Brenda Jackson Director	Audrey Fisher Director	Pauline Hunter Director
Autumn Cooper Youth Director	Mariah Abotossaway Youth Director	Kayla Meekis Youth Director	Shanayah Echum Youth Director
Holly Hughes Grandmother	Suzanne Knapp Grandmother	Catherine Everson Grandmother	Dorothy Wynne Grandmother

Honourary Members

- Jeanette Corbiere-Lavell (Manitowaning)
- Dorothy Wynne (Moosonee)

ONTARIO NATIVE WOMEN'S ASSOCIATION

Empowering Indigenous Women Throughout Ontario

A Voice for Indigenous Women's Issues



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