1. **At Three Months**

Mobilize Ourselves and Create a Timeline

What is the role of the Coalition? The capacity of the Coalition to take on Calls for Justice (CFJs) in a meaningful way will determine our role. How many hours per week or per month can Coalition members dedicate to moving the work forward? Consider what CFJs the Coalition wants to undertake on its own, and which CFJs may be better suited for a group effort or partnership (e.g. First Nations Justice Council, Minister’s Advisory Council on Indigenous Women, First Nations Leadership Council)

There are many different organizations, groups, and governments working on CFJs. Understanding what work is currently underway will avoid duplication and show:

* Which areas are not getting attention and could use more support; and
* Which areas are seeing movement and where we could pitch in our expertise and contribute to the work of another group.

Actions:

* 1. Connect with relevant partners to determine the work already underway and if any opportunities to collaborate exist.
  2. If opportunities for collaboration exist, discuss the opportunity with Coalition members and confirm who will take on the work and when the work will be completed.
  3. If the Coalition is unable to find opportunities for collaboration, review CFJs and select manageable actions based on the capacity of the Coalition and select a date for completion or identify the next date to check in with the Coalition and update us on the progress. See the table at pages 3-4 for additional ideas on priorities that the Coalition came up with beyond what was identified by the Coalition for the Three Months to One Year timeline.
  4. Schedule Coalition meetings on a regular and ongoing basis well in advance to check in on the work the Coalition has committed to, and see how the members are progressing on the timeline that was created for the work. Does the Coalition need some support to complete the CFJ? Are we ready to take on another CFJ?
  5. For each initiative or CFJ, consider how the Coalition will measure success for each item. At what point will we be satisfied that the CFJ is complete? It’s okay to have ongoing work, or work that may take years or decades to complete. The important piece is being able to show that progress is being made in the right direction.

1. **At Six Months**

Based on the capacity of the Coalition identified at Three Months, what work has it undertaken to move forward? Is the Coalition meeting the targets it has set for itself, or should they be revised?

Below are some ideas that Coalition members put forward for the Six-Month mark:

Actions:

* 1. Space to teach families how to be a family. Many young families are struggling to get by, how can we extend support to these families to help them?
  2. Should we consider a Statement of Principles to guide this work? Note the framing Principles for the CFJ.
  3. Review the work completed to date: what remains outstanding? What are our next steps? Are there any new partners to meet with since we reached out to collaborate at Three Months?

1. **At One Year**

The main CFJ identified by Coalition members at One Year was to have more Indigenous people working in policing. There are many CFJs that build on increased Indigenous representation in policing, including a departure from the First Nations Policing program towards a new model for Indigenous Policing, increased and mandatory cultural training for officers, support for Indigenous victims of crime, and increased Indigenous representation on Police Boards.

Actions:

* 1. The Coalition will discuss which Policing CFJs to address based on our capacity and ability to leverage partnerships with those already working in this area.
  2. We will pay special attention to which level of policing is being targeted (e.g. Federal RCMP, provincial policing entities, municipal police) as this will inform how and who we approach.
  3. Review the progress we have made over the last year on any CFJs the Coalition took on. How were we able to achieve these goals? What can we put in place right now that will help us over the next year as we continue our current work or expand into new CFJ areas? Does the Coalition have the support and expertise it needs to move forward on the work it wants to complete?

|  |  |  |
| --- | --- | --- |
| Timeframe | Action | CFJ Reference |
| 3 Months | Mobilize Ourselves and Create a Timeline |  |
|  | Take up the Calls to Justice with Integrity |  |
|  | Promoting Women in Leadership | 1.4 |
|  | Funding Accountability: Govt Funding for Indigenous Initiatives - By Indigenous, For Indigenous | 1.8 |
| 6 Months | Work Towards a Statement of Principles to Support CFJs |  |
|  | Create Spaces to Support Family Health and Unity | 4 |
|  | Empowerment through Celebration: International Women’s Day & Honour Red Women Rising report |  |
|  | Funding Accountability: Ensure Community Consent for Funded Projects and Revise Application Principles | 4.2 |
| 1 Year | Have more Indigenous People Working in Policing | 9.3 |
| Additional  Priorities |  |  |
| Getting Organized | * Create a list of people who sit on this Coalition and include their contact info and what services they provide * Identify and pinpoint sources of funding * Build Coalition website |  |
| Getting the Word Out | * Draft letters to MPs, MLAs, police Chiefs and organize a rally to raise awareness, make signs and draft media release * Create a Facebook event page and include speakers and drummers * Put pressure on governments and candidates to make it an election issue for future elections, use social media and #SilentNoMore |  |
| Accountability | * Require funders to be accountable for issuing funds to organizations undertaking CFJs and making sure the money is making its way to the people * Funders should employ Indigenous women to assess proposals * Make a statement about advancing the independent oversight mechanism/watch dog for the provincial/federal government * Stop protecting dangerous people in the community; confront the situation and provide a safe space for those affected to heal |  |
| Corrections and Policing | * Increased cultural exposure and opportunities: more sweat lodges and ceremony, access to end of life ceremonies. * Including elder courts, restorative justice, and Indigenous courts * Keep a track record of abusive, racist and/or violent men * Consider how to ensure police are conducting due diligence on Indigenous cases * Create a plan to foster better relations between police and people in the DTES * Examine the ‘No Contact Rule’ and consider its practical application to human relationships * Ensure the Missing Person’s Unit is open 24/7. While individuals can report a missing person to police at any time, this Unit should be available outside of regular business hours * Treat racism like a mental health illness and require treatment for those service providers exhibiting symptoms |  |
| Community Safety and Building Healthy Relationships | * Safe houses and associated resources are required through communities for all demographics * Teach youth from a young age about safe spaces and personal safety * Organize a community group to physically search for women when they go missing; leverage a crisis response network to help vulnerable women * Anonymous tip-line that is separate from police * Identify open homes where people can stay while searching for missing loved ones * Create a paper trail of dangerous men, this may include a database or an informal community like a Facebook page * Positively influence and reinforce our youth to break the cycle |  |
| Education | Age appropriate teachings so we can make youth aware of the issues ad how to keep themselves and others safe  Indigenous history needs to be taught in schools  Empower communities to understand what their existing resources are  How do we make sure to support communities with low capacity?  Teach children the history of colonization and violence against women and girls |  |