

# Minister's Advisory Council on Aboriginal Women

Strategic Plan 2017-2020





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# MESSAGE FROM THE CHAIR



The Minister's Advisory Council on Aboriginal Women (MACAW) is thrilled to present our 2017-2020 Strategic Plan. Established in 2011, MACAW has worked diligently to build bridges between the provincial government and Aboriginal women, families and communities. We are in a unique position in that we advise numerous organizations, agencies and government ministries. We will continue this work by breaking down jurisdictional silos and developing partnerships in the pursuit of a single goal: improving the lives of Aboriginal women in B.C.

Our values – Community and Culture; Integrity; Reconciliation; Collaboration; Sharing Knowledge; and, Safety – will guide our way.

All individuals, communities, organizations and governments have a responsibility to ensure the safety, health and happiness of Aboriginal women and girls. We honour past and present generations that have worked tirelessly to see our people thrive, and acknowledge that we are one of many entities working in pursuit of this goal. We believe that by working in partnership and respectful collaboration, we will make a difference for all women.

Chastity Davis, Chair

# MESSAGE FROM THE MINISTER

In partnership with the Minister's Advisory Council on Aboriginal Women (MACAW), I am pleased to present MACAW's 2017-2020 Strategic Plan. Since its establishment in 2011, MACAW has provided valuable advice and support to government on how to improve the quality of life for Aboriginal women in British Columbia.

We are in an era of reconciliation, and it is every individual's responsibility to contribute to a respectful, stronger path forward. MACAW works across ministries, organizations and jurisdictions and is well positioned to advise this path forward, and to expand its impact.



With the independent National Inquiry on Missing and Murdered Indigenous Women and Girls underway, we must understand how best to support family members and loved ones during this time. And, as B.C.'s economic sector continues to thrive, MACAW will provide advice to government regarding Indigenous gender-based analysis and place an Aboriginal women's lens on the natural resource industry while projects are being developed. This will help ensure Aboriginal women have opportunities in the job market, and will ensure impacts to women are mitigated to provide them the safety they deserve.

I look forward to working with MACAW as it implements the priorities laid out in this plan: to Develop Partnerships, Educate and Build Awareness, Give Voice to Indigenous Women, Prevent Violence, Encourage Ownership and Measure Change.

The Honourable John Rustad  
Minister of Aboriginal Relations and Reconciliation

A handwritten signature in black ink, reading "John Rustad".





# EXECUTIVE SUMMARY

The Minister's Advisory Council on Aboriginal Women (MACAW) was established in 2011, and provides advice to government on how to improve the quality of life for Aboriginal women in British Columbia. MACAW is made up of 10 members and reports to the Minister of Aboriginal Relations and Reconciliation. MACAW's values are:

- Community & Culture
- Integrity
- Reconciliation
- Collaboration
- Sharing Knowledge
- Safety

PRIORITIES	GOALS
<b>DEVELOP PARTNERSHIPS</b>	<ul style="list-style-type: none"> <li>• Build bridges between silos and jurisdictions in pursuit of one goal: improving the lives of Aboriginal women in B.C.</li> <li>• Foster dialogue between government and Aboriginal communities</li> </ul>
<b>EDUCATE AND BUILD AWARENESS</b>	<ul style="list-style-type: none"> <li>• Support government in making well-informed, effective and appropriate decisions about Aboriginal women</li> <li>• Educate Canadians about Aboriginal women's histories, cultures, perspectives and lived realities</li> <li>• Build understanding and encourage inclusion of Aboriginal gender-based analysis</li> <li>• Change attitudes, behaviours, worldviews and policies</li> <li>• Raise the profile of MACAW and its work</li> </ul>
<b>GIVE VOICE TO ABORIGINAL WOMEN</b>	<ul style="list-style-type: none"> <li>• Bring Aboriginal women's perspectives to the forefront</li> <li>• End the culture of silence that condones violence against Aboriginal women and girls</li> <li>• Foster hope, love, respect and positivity</li> </ul>
<b>PREVENT VIOLENCE</b>	<ul style="list-style-type: none"> <li>• A reduction in violence against Aboriginal women and girls</li> <li>• Encourage individuals, communities, institutions and systems to mobilize to end violence</li> <li>• Share community-led solutions and best practices to end violence</li> </ul>
<b>ENCOURAGE OWNERSHIP</b>	<ul style="list-style-type: none"> <li>• Every ministry makes ending violence against Aboriginal women and girls a priority</li> <li>• Aboriginal and provincial leadership 'champion' an end to violence against Aboriginal women and girls</li> </ul>
<b>MEASURE CHANGE</b>	<ul style="list-style-type: none"> <li>• See a reduction in instances of violence against Aboriginal women and girls</li> <li>• See an improvement in the lives of Aboriginal women</li> </ul>

# BACKGROUND




The Minister's Advisory Council on Aboriginal Women (MACAW) was established in 2011. It is made up of 10 members, with one position designated for an Elder and another for a Youth. The Minister of Aboriginal Relations and Reconciliation appoints members based on criteria of experience, diversity and regional representation.

MACAW advocates for the well-being of Aboriginal women by:

- Providing advice and support to government through the Minister of Aboriginal Relations and Reconciliation
- Strategically influencing decision-making that will improve the quality of life for Aboriginal women
- Fostering dialogue between government and communities, and
- Offering guidance and direction that is rooted in Aboriginal worldviews.

MACAW draws inspiration from the Truth and Reconciliation Commission's Calls to Action, as well as Article 22 of the *UN Declaration on the Rights of Indigenous Peoples*:

1. Particular attention shall be paid to the rights and special needs of Indigenous Elders, women, youth, children and persons with disabilities in the implementation of this Declaration.
  2. States shall take measures, in conjunction with Indigenous peoples, to ensure that Indigenous women and children enjoy the full protection and guarantees against all forms of violence and discrimination.
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## VISION


A world where all Aboriginal peoples live free of violence and are healthy, sustainable and self-determining.

## MISSION

To improve the quality of life for Aboriginal women.

## PHILOSOPHY

MACAW honours Aboriginal worldviews and works from a holistic perspective of women. Thus, when we speak of women, we consider this to be inclusive of, but not limited to, children, family, community, nation, wellness, justice, land and water.



# VALUES

## COMMUNITY AND CULTURE

Aboriginal voices, communities and cultures guide all that we do.

## INTEGRITY

We conduct ourselves with honour, integrity and according to our *Standards of Ethical Conduct*.

## RECONCILIATION

We work to build empathy, understanding and bridges between Aboriginal and non-Aboriginal peoples.

## COLLABORATION

We strive to be respectful, collaborative partners and we seek the same in return.

## SHARING KNOWLEDGE

Sharing Aboriginal women's knowledge, histories, skills and perspectives will build momentum and solutions for improving their quality of life.

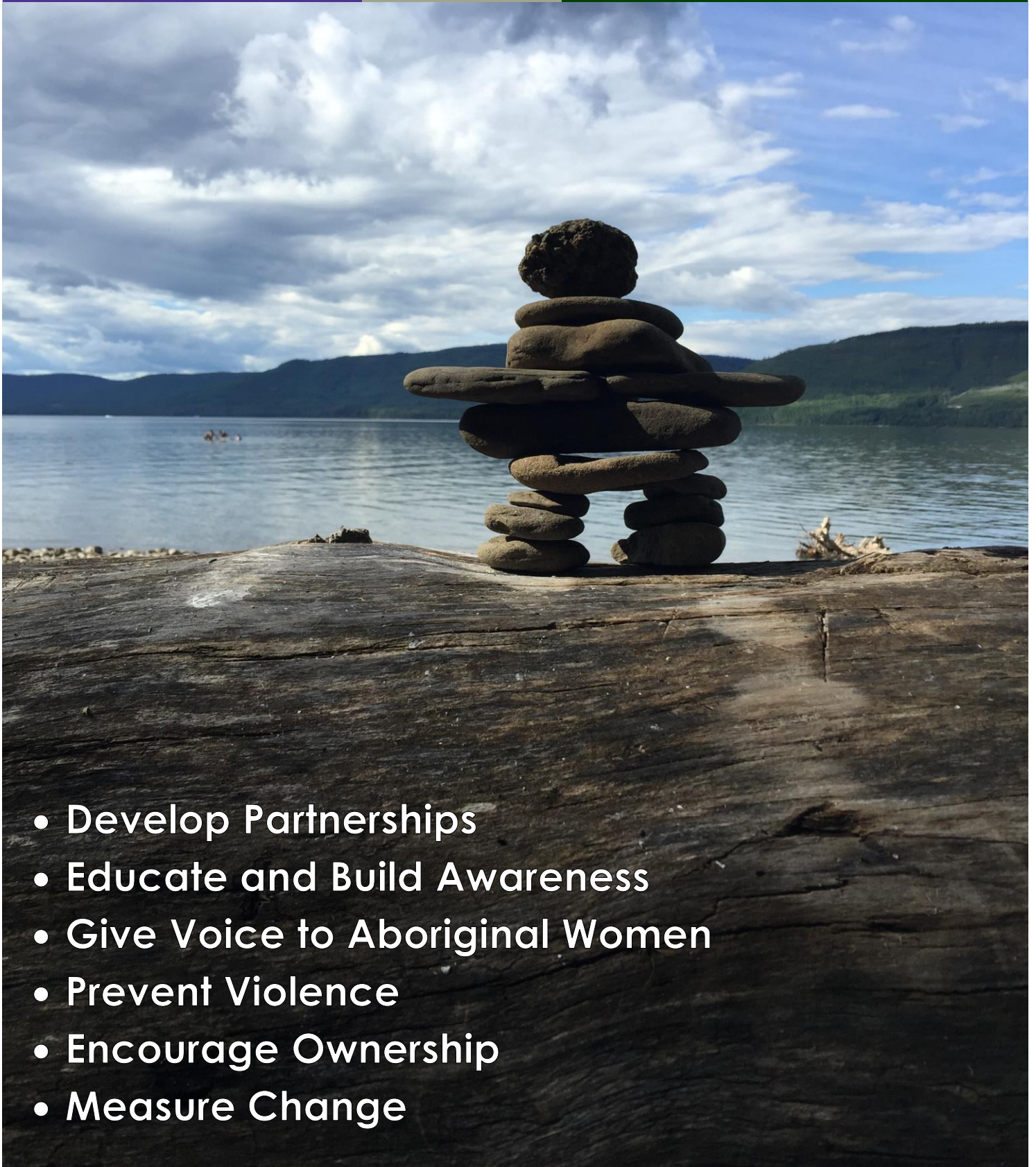
## SAFETY

Aboriginal women and girls must be supported in ways that make them feel safe.





# PRIORITIES



- Develop Partnerships
- Educate and Build Awareness
- Give Voice to Aboriginal Women
- Prevent Violence
- Encourage Ownership
- Measure Change



# DEVELOP PARTNERSHIPS



## GOALS

- Build bridges between silos and jurisdictions in pursuit of one goal: improving the lives of Aboriginal women in B.C.
- Foster dialogue between government and Aboriginal communities

## ACTIONS

- Meet quarterly, and invite collaborative or potential partners to attend
- Meet at least twice a year with the Minister
- Foster cross-ministry dialogue and inter-agency awareness
- Encourage an annual cross-ministry round-table of Deputy Ministers, Assistant Deputy Ministers and Executives to update on provincial work initiated by recommendations in MACAW's 2013 report, *Direction to Government on Taking Action to End Violence and Improve the Lives of Aboriginal Women in B.C.*

# EDUCATION AND AWARENESS



## GOALS

- Support government in making well-informed, effective and appropriate decisions about Aboriginal women
- Educate Canadians about Aboriginal women's histories, cultures, perspectives and lived realities
- Build understanding and encourage inclusion of Aboriginal gender-based analysis
- Influence attitudes, behaviours, worldviews and policies
- Raise the profile of MACAW and its work

## ACTIONS

- Annually invite Ministers to a meeting to learn about MACAW's work
- Meet with Ministers and government representatives to build awareness about Aboriginal women's lives and realities
- Seize opportunities to educate Canadians about Aboriginal women's histories, cultures, perspectives and lived realities
- Promote MACAW's website and informational video
- Attend events to promote MACAW's work and seek collaborative partners

# GIVE VOICE TO ABORIGINAL WOMEN



## GOALS

- Bring Aboriginal women's perspectives to the forefront
- End the culture of silence that condones violence against Aboriginal women and girls
- Foster hope, love, respect and positivity

## ACTIONS

- Create opportunities for Aboriginal women to have their voices heard
- Meet with Ministers, government staff, committees and organizations to bring Aboriginal women's perspectives to the forefront
- Promote women's empowerment and empowerment opportunities
- Post the *Giving Voice* initiative's final report, including community-led solutions to address violence, on MACAW's website and distribute to Aboriginal communities

# PREVENT VIOLENCE



## GOAL

- A reduction in violence against Aboriginal women and girls
- Encourage individuals, communities, institutions and systems to mobilize to end violence
- Share community-led solutions and best practices to end violence

## ACTIONS

- Courageously speak out against violence impacting Aboriginal women, girls and communities
- Continue to seek funding for MACAW's *Giving Voice* anti-violence initiative, and encourage projects to include youth, focus on healthy relationships, and explore cultural teachings about supporting and respecting women
- Encourage inter-generational collaboration on ending violence against Aboriginal women and girls
- Promote existing information to youth about healthy relationships and identifying violence (including social media violence)
- Promote awareness of the Moose Hide Campaign, particularly among men, boys, communities and institutions



# ENCOURAGE OWNERSHIP



## GOALS

- Every ministry makes ending violence against Aboriginal women and girls a priority
- Aboriginal and provincial leadership 'champion' an end to violence against women and girls

## ACTIONS

- Annually invite the Premier to meet and discuss provincial leadership opportunities to end violence against Aboriginal women and girls
- Monitor the annual convening of the Joint Partners Table between Aboriginal and provincial leadership to advance the *Memorandum of Understanding on Stopping Violence Against Aboriginal Women and Girls*

# MEASURE CHANGE



## GOALS

- See an improvement in the lives of Aboriginal women in B.C.

## ACTIONS

- Review annual indicators, such as:
  - Instances of violence against Aboriginal women and girls
  - Percentage of Aboriginal children in care
  - Percentage of Aboriginal female homicides
- Annually review provincial initiatives that respond to *Taking Action* recommendations



## Minister's Advisory Council on Aboriginal Women (MACAW)

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<http://www.gov.bc.ca/MinistersAdvisoryCouncilOnAboriginalWomen>

