

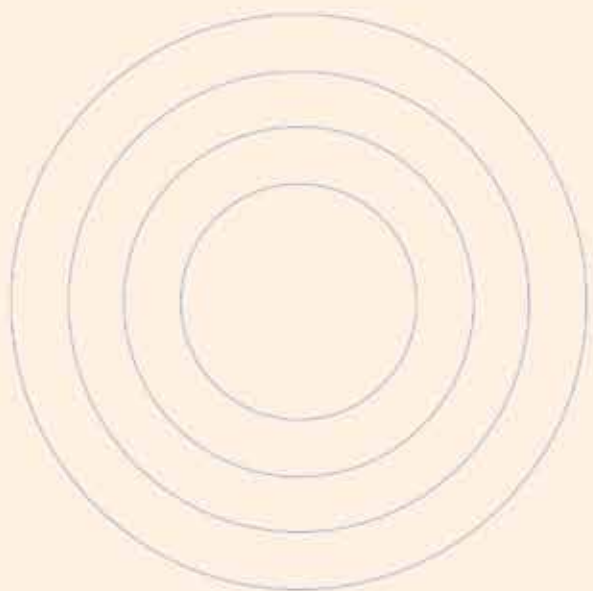
# NWT Family Violence Action Plan: Phase II (2007-2012)

Enhancing and Expanding the System  
for Families Affected by Family Violence





## NWT Family Violence Action Plan: Phase II (2007-2012)



### Minister's Message

As the Minister Responsible for Health and Social Services, I am honoured to present the Phase II of the NWT Action Plan on Family Violence: A Framework for Action. I am pleased with the direction the NWT is moving in regards to addressing the issue of family violence. I know that we are on the right track and are making a real difference in the lives of people affected by this issue.

Phase II of the NWT Action Plan on Family Violence: A Framework for Action is about enhancing and expanding the range of supports available for families affected by family violence.

Family violence is an issue that affects us all. It is an issue that exists in all communities and among all people regardless of income, race or education level. Because of its widespread nature, family violence is an issue that can be challenging to address. Unfortunately in the Northwest Territories our rates of family violence are some of the highest in the country.

Actions contained in this plan focus on the needs of all family members affected by family violence with the intention of delivering increased support, service and accountability for both victims and perpetrators of family violence.

This plan was developed as a community through the collaboration of the Coalition Against Family Violence and the GNWT Departments of Health and Social Services, Justice, Executive, Education, Culture and Employment and the NWT Housing Corporation. Each organization has renewed their commitment to addressing family violence and is committed to achieving the goals and actions set out in this plan.

Addressing the issue of family violence the Northwest Territories and changing attitudes is not an issue that will be solved quickly and will require a long term investment and strong partnerships.

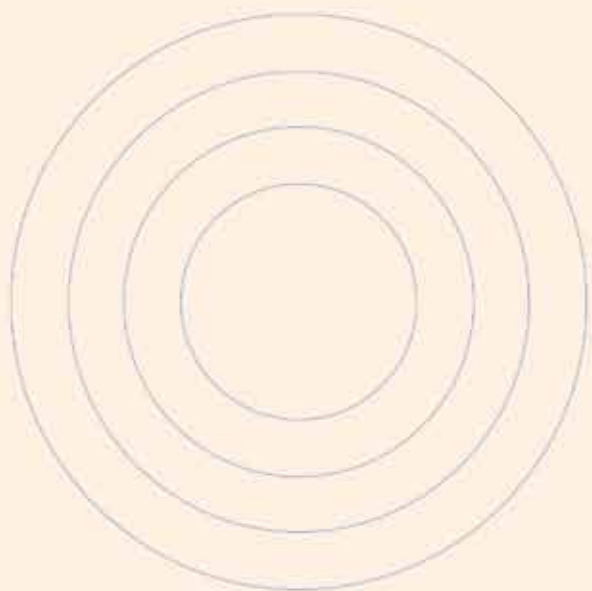
We are committed to realizing our vision.

"A society where all individuals are safe, respected and valued; where any form of family violence is unacceptable; and where children, women and men have opportunities to reach their full potential."



Sandy Lee  
Minister of Health and Social Services

**NWT Family Violence Action Plan: Phase II (2007-2012)**



## Enhancing and Expanding the System for Families Affected by Family Violence

In 2003, the Coalition Against Family Violence (CAFV) submitted *A Framework for Action: A Call to Action* to the GNWT. Since that time, CAFV has been working in close partnership with the Government of the Northwest Territories (GNWT) to develop and implement Action Plans that consist of actions and activities that will have a direct impact on family violence in the NWT. The first such plan was entitled “Government of the Northwest Territories Response to the *NWT Action Plan on Family Violence: A Framework for Action*”.

### **Accomplishments:**

During the first Action Plan the following goals were accomplished:

- The Implementation Steering Committee was created, with membership from 5 GNWT Departments including Health and Social Services; Education, Culture and Employment; Justice; the Executive; the Housing Corporation; and 2 CAFV NGO representatives. The purpose of this committee was to ensure that the vision of the Action Plan was carried out.
- The *Protection Against Family Violence Act* (PAFVA) was enacted, which included the implementation of a 24 hour crisis line that allows victims to access services under the *Act*. A public education strategy was implemented to increase public awareness of the *Act*.
- Preliminary work was completed for the Yellowknife Interagency Family Violence Protocol. Based on this work, a toolkit for family violence protocol development was compiled to encourage other communities to establish similar protocols.
- Staff positions dedicated to addressing family violence were created at the GNWT Departments of the Executive and Justice.
- Best practices research on programs designed for person who choose to abuse their intimate partners was completed, as well as recommendations for next steps in developing such programming in the NWT.

## NWT Family Violence Action Plan: Phase II (2007-2012)

### **Enhancing and Expanding the System for Families Affected by Family Violence**

While a lot of important work took place during the first Action Plan, family violence continues to be a concern for all residents of the NWT. According to the Statistics Canada report, *Measuring Violence Against Women: Statistical Trends 2006*, which was commissioned by F/P/T Ministers Responsible for the Status of Women to determine the scope of domestic violence faced by women in Canada, rates of violence in the North were 12% compared to 7% in the rest of Canada. This report also found that the rate of women who go to shelters to escape family violence in the NWT/Nunavut is 5 times the national rate (137 vs 29).

Family violence affects individuals, families and communities in many ways. In order for our territory to prosper, family violence must be definitively and comprehensively tackled. Strategies to address family violence must take into account the needs of all family members and provide supports that allow individuals, families and communities to develop healthy relationships in their homes and communities.

In the spring of 2006, the GNWT and the CAFV began the work to develop a new action plan on family violence, which is now considered to be Phase II of the work that was completed, as discussed above. The vision for this Phase of the Action Plan is:

**“ A society where all individuals are safe, respected and valued; where any form of family violence is unacceptable; and where children, women and men have opportunities to reach their full potential.”**

It is anticipated that implementation of the Action Plan Phase II will result in a range of enhanced or new services for men, women, children and Elders. Furthermore, there will be increased support, service and accountability to family members who are resisting violence and for family members who are being violent.

The success of these actions relies on a long-term commitment to the issue of family violence from communities, families, regions, governments and service providers. Decreasing the incidence of family violence in the NWT involves changing attitudes to violence and requires responses that are swift and clear. Both of these require ongoing commitment and long-term investments.

The new and enhanced programming includes prevention, intervention, recovery, outreach, and aftercare. It provides for increased capacity in regions to better respond to families affected by family violence. This plan enhances existing services and introduces new programming that will have a direct effect on residents of the NWT who are struggling with the issue of family violence. The implementation of these programs will significantly increase the NWT's ability to respond appropriately to victims and abusers, thus reducing incidents of family violence in the NWT.



**The FVAP Phase II Implementation Steering Committee is working to achieve the following goals by implementing the actions as indicated:**

**Build a system that provides safety for women, children and older adults**

- Provide increased support to the current shelter system in the form of increased funds to meet current critical needs and increase stability.
- Improve the consistency of accessibility to shelters from communities that do not have shelters.
- Develop consistent expectations of program delivery for all shelters.
- Work in partnership with shelters to identify appropriate funding to address required building upgrades and repairs.
- Support implementation of family violence protocols in NWT communities and regions. Provide outreach, advocacy and prevention programming to women, children and older adults living in non-shelter regions.
- Support provision of programming for children who witness family violence.

**Increase public awareness and attitudinal change about violence against vulnerable populations with the long term goal of changing behaviour**

- Ongoing public education on the *Protection Against Family Violence Act*
- Develop baseline data on public attitudes regarding family violence as a method of assessing attitudinal change over time.
- Continue to support Family Violence Awareness Week as a method to educate the public.

**Expansion of the partnerships between those working to decrease incidents of family violence in their communities, regions, organizations, and Departments**

- Promote interagency collaboration at the community, regional, headquarters and Federal levels.
- Establish links and working partnerships with staff responsible for components of mental health and addictions, promotion and prevention and child and family services to improve connections to and awareness of family violence initiatives.

**Improving legislation and policy to support people affected by family violence**

- Monitoring and Support of the *Protection Against Family Violence Act*
- Completing the 5-year *Protection Against Family Violence Act* Performance Evaluation
- Research and review family violence supplementary reporting forms used in family violence cases.
- Review strategies that address the needs of families in transition.

### **Improved quality and number of services across the NWT, addressing the full spectrum of needs of victims, families, and communities**

- Determine if there is any surplus housing available that could be dedicated to families struggling with family violence.
- Explore options for a dedicated Domestic Violence Coordinator to be located at “G” Division RCMP.
- Ensure victims of family violence have expedited access to information about available services.
- Develop and implement a long term program for males who abuse their intimate female partners that encompasses offender treatment, positive reintegration into the community and follow-up.

### **Increasing skills with targeted professionals and volunteers in supporting people affected by family violence**

- Explore funding opportunities to provide Legal Information Training to shelter workers, advocates and victim’s assistance workers.
- Ongoing support and training for Protection Against Family Violence Act designates.
- Develop and/or borrow information specific to family violence to be included in training sessions for CSOs.
- Develop a training curriculum for shelter workers and advocates that is based on best practices and can be delivered in a number of different formats – self study; facilitated workshops; staff development meetings; etc.

### **Continue to support school based initiatives that promote the development of healthy families and healthy relationships**

- Continue to distribute and support distribution and use of “*Dealing with Child Abuse: A Handbook for School Personnel*”.
- Ongoing support for any school based initiatives that promote the development of healthy families and healthy relationships.
- Explore availability of resources to review the current health curriculum including information about healthy individuals, relationships and families.

### **Improve and coordinate services to children and youth related to family violence prevention and the development of healthy relationships**

- Complete a scan of programs and services currently provided by Regional Health and Social Services Authorities to youth promote healthy families and healthy relationships.
- Complete a scan of programs and services available in schools that support the development of healthy families and healthy relationships.
- Complete a scan of programs and services currently provided by the Department of Justice to youth that promote healthy families and healthy relationships.

## Enhancing and Expanding the System for Families Affected by Family Violence

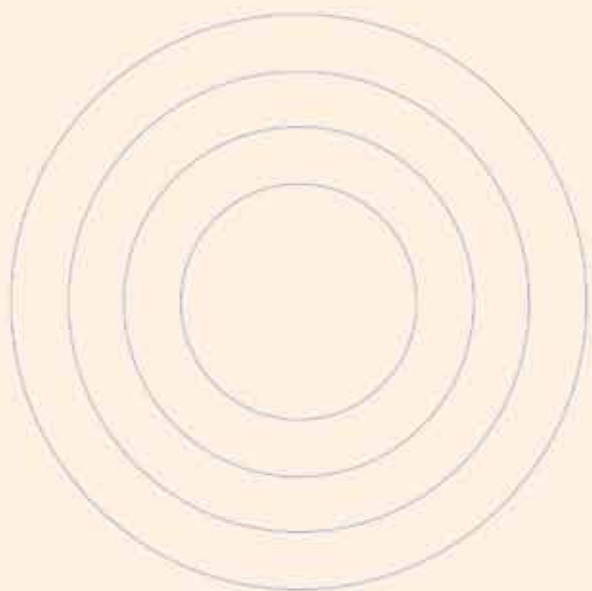
The Coalition Against Family Violence (CAFV) is committed to being aware of current best practices in responding to family violence. In 2007, the CAFV became aware of the innovative work of Wade, Coates, Todd and others that address family violence from a response-based model (for more information please see Appendix A).

This model is based on research and clinical practice that respects individual resistance to oppression and violence and believes that all people are deserving of human dignity. The response-based model rejects a “cause and effect” explanation for family violence. From the resistance perspective, family violence is not caused by anger, addiction, past victimization, losing one’s culture or family breakdown. Violence is a learned behaviour that the abuser uses because they have learned that it is an effective means to get what they want.

This model also outlines that while an abuser is responsible for their choice to commit acts of violence, they may also be victims themselves of past abuses committed against them. The model is strength based and uses the analysis of “who does what to whom” to provide abusers with examples of their ability to refrain from violence.

From this model we can work productively with those who use violence and those who resist violence to decrease the incidence of family violence.

## NWT Family Violence Action Plan: Phase II (2007-2012)



### Appendix A

#### The Response-Based Approach to Family Violence

An essential element to any effective strategy involves positive social responses. Social responses can be described as how individuals, organizations and communities respond to families experiencing family violence. People who abuse require services that ensure they understand, acknowledge and take responsibility for their behaviours. Victims require supports that facilitate their inherent right to make personal decisions and take actions that ensures they are safe, healthy and able to reach their full potential. The quality of social responses is the strongest single predictor of victim distress.

Social responses are the ways that individuals, families, organizations and communities respond to family violence. Positive social responses can contribute to families accessing safety, services and resources in a timely and comprehensive manner. Positive social responses include:

- Adequate and accessible safe housing and financial resources for family members experiencing violence.
- Relevant counselling and support programs for all family members.
- Communities and community leaders that condemn family violence and publicly support attitudes that acknowledge the harmful impact of family violence.

Individuals and families who experience positive social responses are more likely to access safety, services and supports; engage in the justice system; and make decisions that stop or limit family violence.

Negative social responses may limit access to safety, services and resources and contribute to how individuals, families and communities perceive family violence. Some examples of negative social responses include:

- Responses and language that blames victims and excuses assaultive behaviour
- Attitudes that focuses on individual traits and deficits. Examples include beliefs that:
  - alcohol is a mitigating factor in family violence
  - low self esteem explains why victims “allow” the abuse
  - victims would leave if they wanted to
- Slow and mitigating responses to all family members.
- Custody and access decisions that result in children being placed in unsafe situations or limiting the access of the non-offending parent.
- Families experiencing family violence being reluctant to disclose their situation for fear of the consequences which could include limited access to their children or apprehension by child welfare authorities.
- Continued exposure for children results in delays in healthy physical and social development that impacts their current and future well-being and relationships.

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The first step in providing positive social responses involves a clear understanding of “who is doing what to whom”. When resistance in relationships is documented the following dynamics appear:

- The **deliberate** nature of the violence:  
Perpetrators suppress their victim’s resistance to the violence. It becomes clear that the abuser purposefully uses violence to control their victim’s behaviour. Abuse is not an ‘accident’ and abuse cannot be blamed on things like alcohol or anger. Fortunately, just as a person chooses to be violent, they can also choose not to be violent.
- The **resistance** of victims:  
Victims always resist violence, whether through thoughts, plans, words or actions. By acknowledging this resistance we honour the victim’s dignity and their attempts to stop, avoid or reduce the violence. This acknowledgment also replaces the tendency to blame or pathologize them for the violence.
- The **unilateral** nature of violence:  
Abuse against another person is not mutual or consensual. The victim has no control over the abuser’s behaviour; it is only under the control of the abuser.

Understanding the purpose and behaviours associated with resistance can assist individuals, families, organizations and communities provide more appropriate services and resources. Individual family members will resist within their relationships and the family may also resist interactions with organizations and communities.

Individuals and families from oppressed and marginalized groups such as aboriginal women and children and families in remote communities, are more likely to experience negative social responses due in part to limited availability of safety, service and resources.

Families that experience these types of responses will resist them. Resistance can include:

- Avoiding authorities, working the system
- Withholding information, disclosing only partially
- Isolating themselves
- Staying in contact with the perpetrator
- Using self-blaming language
- Appearing to comply, covert resistance
- Self-medicating, suicide

If individuals and family members can recognize and acknowledge resistance in their relationships, they can begin to better understand their own and others’ behaviours. Abusers can take responsibility and victims can recognize their own power and strength. This can result in changes in attitudes and behaviours that support healthier relationships, families and communities.

Once organizations and communities recognize and acknowledge resistance, services and resources can be developed and provided that support all family members.

## A Framework for Action: Phase II

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<p><b>Strategic Goal: Build a system that provides safety for women, children and older adults</b></p> <p>Provide increased support to the current shelter system in the form of increased funds to meet current critical needs and increase stability</p>	<p>Increase funding to the 2 shelters that own their own buildings to compensate for O&amp;M costs not experienced by other shelters</p>	<p>Decrease in the level of discrepancy between shelters due to owning their own buildings</p> <p>Increased ability for shelter management to focus on program delivery improvements</p> <p>Increased funds available for program costs</p>	<p>Amended budget and CAS reflecting appropriate use of funds</p>	<p>October 2008</p>	<p>DHSS</p>
	<p>Increase funding to shelters to improve staffing model and availability of funds for implementation of programming</p>	<p>Increased consistency in service provision within and between shelters</p> <p>Higher level of minimum expectations in terms of service delivery</p> <p>FSHSSA will be able to find external agency to deliver services at Sutherland House</p> <p>Women and children will receive more consistent, higher quality services</p> <p>Shelter staff become part of a larger community/regional team that focuses on family violence intervention – including connecting with/supporting new programming in Sahitu, Tricho; and Dehcho regions</p> <p>Staffing related issues will stabilize</p>	<p>External service agency delivering service in Fort Smith</p> <p>Staff retention goals and targets set and measured</p> <p>Appropriate staffing model in place</p> <p>Shelter shifts filled on 24 hour basis</p> <p>Monthly and year end reporting on shelter involvement in community/region</p> <p>Increased use of shelters by appropriate clientele – with appropriate levels of satisfaction with services</p>	<p>October 2008</p>	<p>DHSS</p>

## NWT Family Violence Action Plan: Phase II (2007-2012)

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
Strategic Goal: Build a system that provides safety for women, children and older adults	Complete a community consultation by external evaluator in Inuvik to determine what issues need to be resolved in order to increase utilization and improve services	Improved understanding of the issues surrounding service provision through the Inuvik Transition House Ability to implement and measure the success of strategies intended to improve service delivery with long term goal of increasing usage rates of shelter	Report on current issues, needs, and areas for improvement Strategy for implementation of changes that are required	January 2009 - February 2009	DHSS
Improve the consistency of accessibility to shelters from communities that do not have shelters	Develop and implement an NWT policy that includes an assessment and procedure for sending women and their children to a shelter in a different community	Improved consistency and accessibility to shelters for women and children from non-shelter communities Improved understanding on behalf of frontline staff, and clients regarding how decisions are made about traveling to shelters Improvement in service plan for clients who have to leave their communities to access shelters; including more consistency in follow-up upon return from the shelter	Completed policy and procedure; accompanied by an assessment tool	July 2009	DHSS



## Enhancing and Expanding the System for Families Affected by Family Violence

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<p><b>Strategic Goal: Build a system that provides safety for women, children and older adults</b></p> <p>Develop consistent expectations of program delivery for all shelters</p>	<p>Revise and implement Minimum Standards for shelters according to a phased in implementation plan</p>	<p>Increased consistency in service provision within and between shelters</p> <p>Increased understanding of role of shelters, boards, Authorities and DHSS</p> <p>Higher level of minimum expectations in terms of service delivery</p>	<p>New minimum standards manual with plan for implementation</p>	<p>January 2010</p>	<p>DHSS</p>
	<p>Continued implementation of shelter performance measurement framework with targets and goals adjusted as needed</p>	<p>Ability to measure success of shelters in implementing strategies to improve service delivery</p> <p>Ability to measure client satisfaction with services</p> <p>Ability to accurately measure trends in fluctuations in client needs and use of shelters</p>	<p>Accurate performance measurement framework that meets the needs of shelters and funding bodies</p> <p>Summary reports of monthly statistics forms and client satisfaction surveys</p> <p>Year-end report completed by each shelter; compiled into overall report by DHSS</p>	<p>April 2008 - Ongoing</p>	<p>DHSS</p>
<p>Work in partnership with shelters to identify appropriate funding to address required building upgrades and repairs</p>	<p>Determine eligibility of accessing the federal Shelter Enhancement Fund and assist shelters in navigating the application process</p>	<p>Shelters have increased awareness about funding available to them</p> <p>Shelters that are better able to access funding that will help change their focus to providing physical and emotional safety for clients</p>	<p>Funding options for required upgrades and major repairs explored</p>	<p>Ongoing</p>	<p>NWTHC</p>

## NWT Family Violence Action Plan: Phase II (2007-2012)

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<p>Support implementation of family violence protocols in NWT communities and regions</p>	<p>Strategic Goal: Build a system that provides safety for women, children and older adults</p> <p>Provide continued support to the YK interagency protocol</p> <p>Provide continued support to the Sahtu interagency protocol</p> <p>Promote the "Improving Responses: A Tool Kit for Developing an Interagency Protocol on Family Violence" to all NWT communities/regions</p> <p>Assess the viability of decreasing financial support for YK and Sahtu so that other communities/regions receive additional support</p>	<p>Victims of violence experience fewer barriers as they seek service and support, better relationships between GNWT, NGOs and informal systems of support</p> <p>Improved relationships between service providers as a common understanding of roles and responsibilities is obtained</p>	<p>Implementation of the Yellowknife Interagency Family Violence Protocol document</p> <p>Creation and implementation of the Sahtu regional Interagency Family Violence Protocol document</p> <p>Increased interest and ability of other communities/regions in developing family violence protocols</p>	<p>Ongoing</p>	<p>DHSS</p>
	<p>Provide outreach, advocacy and prevention programming to women, children and older adults living in non-shelter regions</p>	<p>Women, children and older adults living in non-shelter regions receive services for family violence provided locally by agencies and organizations in the community</p> <p>Outreach, advocacy and prevention programs on a community/regional level</p> <p>These 3 regions will be better connected with family violence programming across the NWT due to having stable programming that directly addresses family violence</p>	<p>Completed criteria/guidelines and application form</p> <p>Completed distribution list</p> <p>Programming and/or staff that focus on family violence issues in place in each region, with funding in place to March 2012</p>	<p>August 2008</p> <p>August 2008; repeated/ revised as needed</p> <p>October 2008 – March 2012</p>	<p>DHSS</p>

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead	
<p><b>Strategic Goal: Build a system that provides safety for women, children and older adults</b></p>	<p>Support provision of programming for children who witness family violence</p>	<p>Pilot programming for children who have witnessed abuse in 2 of the NWT shelters that already have trained staff in place</p>	<p>Shelters that are more connected to the community through provision of this outreach program for children</p> <p>Children in these 2 communities able to access supportive and preventative programming targeting exposure to family violence</p>	<p>Year-end report on status and accomplishments of program, including recommendations for ongoing improvements</p>	<p>Completed</p>	<p>DHSS</p>
<p>Stabilize the Project Child Recovery program operating out of the YWCA of Yellowknife – including funding for travel to other regions</p>	<p>Stabilize the Project Child Recovery program operating out of the YWCA of Yellowknife – including funding for travel to other regions</p>	<p>A stable Northern program for children who have witnessed violence in their homes that is able to provide some outreach programming and support to other regions</p>	<p>Year-end report on status and accomplishments of program, including recommendations for ongoing improvements</p>	<p>December 2008 – March 2012</p>	<p></p>	

## NWT Family Violence Action Plan: Phase II (2007-2012)

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<b>Strategic Goal: Increase public awareness and attitudinal change about violence against vulnerable populations with the long term goal of changing behaviour</b>					
Ongoing public education on the <i>Protection Against Family Violence Act</i>	Build on existing PAFVA public education materials	Useful and publicly distributed accessible information on family violence and the remedies available under the PAFVA	Written, video and audio information in all NWT official languages	Ongoing	Justice
Develop baseline data on public attitudes regarding family violence as a method of assessing attitudinal change over time	Develop and implement attitudinal survey with appropriate sampling of NWT residents	An understanding of where to focus future public education and prevention activities	Publically accessible document through NWT Bureau of Statistics	Completed	Executive
	Release the data gathered from the Attitudes survey on Family Violence in a public document that sets the context for the survey and how it relates to family violence in the NWT		Recommendations for scope of future projects	March 2009	
Continue to support Family Violence Awareness Week as a method to educate the public	Repeat survey in final year of Action Plan			October 2011 - March 2012	
	Provide both financial and in-kind support to the Coalition Against Family Violence and the lead planning agency to ensure FVAW continues to be effectively implemented	Publicly accessible information regarding family violence Agencies, communities, and individuals able to take a lead role in promoting issues related to family violence prevention	A consistent time period each year dedicated to family violence awareness raising activities in the NWT. Yearly reporting on the accomplishments related to this week, including recommendations for ongoing improvements	Ongoing	Executive DHSS Justice ECE NWTFC

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<p>Promote interagency collaboration at the community, regional, headquarters and Federal levels</p> <p><b>Strategic Goal: Expansion of the partnerships between those working to decrease incidents of family violence in their communities, regions, organizations, and departments</b></p>	<p>Continue to offer in-kind support to the Coalition Against Family Violence by developing a policy outlining the nature of this support.</p>	<p>Enhanced long-term partnerships</p> <p>Consistent responses to family violence related issues</p> <p>Continued collaboration on issues with stakeholders</p>	<p>GNWT policy on in-kind support to the CAFV</p>	2009	Executive
	<p>GNWT Social Envelope Departments commit to continued collaboration on the issue of family violence</p>		<p>In-kind support that includes paying long distance charges for Coalition meetings, photocopying materials and distributing packages for meetings when required</p>	Ongoing	Executive DHSS Justice ECE NWTHC
	<p>Provide regular updates to and recommendations from Regional Health and Social Service Authorities on Action Plan activities</p>	<p>Support continued partnerships with the federal government to address family violence</p> <p>CSOs better able to respond to clients struggling with issues related to family violence</p>	<p>Approval of documentation and projects related to the implementation of the Action Plan</p> <p>Agenda items reflecting discussion on issues related to family violence</p>	Ongoing	Executive DHSS Justice ECE NWTHC
	<p>Formally invite NCPC to be a full member on the CAFV</p>		<p>Agenda items at JSMC and RAD meetings reflecting discussion on issues related to family violence</p>	Ongoing	DHSS
	<p>Include information about the Family Violence Protocols in the Income Assistance Policy Manual which is used in all communities throughout the NWT</p>		<p>Active NCPC participation in on the CAFV</p> <p>Information about the Yellowknife Family Violence Protocol included in the Manual</p>	December 2008	CAFV

## NWT Family Violence Action Plan: Phase II (2007-2012)

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<b>Strategic Goal: Expansion of the partnerships between those working to decrease incidents of family violence in their communities, regions, organizations, and departments</b>					
Establish links and working partnerships with staff responsible for components of mental health and addition, promotion and prevention and child and family services to and improve connections to and awareness of family violence initiatives	Encourage the involvement of Client Service Officers (CSOs) in community interagency groups	Clients experience fewer barriers when trying to access services CSOs actively involved in community partnerships and initiatives that address family violence related issues	Information about the Sahtu protocol added when it is complete  Yearly summary of number of groups CSOs are involved in	March 2010  Ongoing	ECE
Develop a committee of staff representing mental health and additions, promotion and prevention and child and family services for internal information sharing and collaboration that will allow better information sharing and planning for programming that targets family violence related issues	Programs are more sensitive and aware of how family violence issues impact in a variety of areas Opportunities to link family violence awareness into multiple program areas Staff in mental health and additions, promotion and prevention and child and family services are more closely linked for collaboration on planning and implementation of activities	Family violence initiatives take place in mental health and additions, promotion and prevention and child and family services, with the Family Violence Consultant having a consultative role Regular meetings of committee	December 2008 - March 2012	DHSS	

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<b>Strategic Goal: Improving legislation and policy to support people affected by family violence</b>					
Monitoring and Support of the <i>Protection Against Family Violence Act</i>	Hold regular designate meetings and Regular reviews of EPO transcripts for training purposes	Stronger partnerships and relationships between designates Identification of training issues Stable forum that allows designate/community issues and concerns to be addressed	Regular meetings taking place Training reports Annual training reports	Ongoing	Justice
Complete 5-year <i>Protection Against Family Violence Act</i> Performance Evaluation	Complete an external review of the program	Improved understanding of <i>PAFVA</i> usage, impact of legislation and recommendations.	Report with recommendations for ongoing improvements	2010	Justice
Research and review family violence supplementary reporting forms used in family violence cases	Assign lead staff person to complete research and review Identify and implement FV supplementary reporting	Improved quality and consistency of police response and services in family violence cases	Recommendations on which forms should be used by "G" Division. Being reviewed by Criminal Operations. In the interim, a national RCMP "Spousal Violence Court Package Supplement" form is being used	Ongoing Ongoing	RCMP
Review strategies that address the needs of families in transition	Survey family conflict resolution systems in other Canadian jurisdictions Inventory resources in the NWT government and communities. Consult stakeholders and interested parties	An effective and accessible NWT-wide family conflict resolution structure that will meet the unique needs of families suffering from family violence.	Identification, implementation and evaluation of pilot project(s)	2012	Justice

## NWT Family Violence Action Plan: Phase II (2007-2012)

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<p><b>Strategic Goal: Improved quality and number of services across the NWT, addressing the full spectrum of needs of victims, families, and communities</b></p> <p>Determine if there is any surplus housing available that could be dedicated to families struggling with family violence</p>	<p>Review the NWT Housing Corporation's facility utilization by community</p> <p>If surplus units are identified by the NWT Housing Corporation as being available to family violence victims, the NWT Housing Corporation will consult with community partners on appropriate uses for those surplus units</p> <p>Review policy related to damages to units caused by violent partners</p>	<p>Housing units appropriately utilized</p> <p>Available units more accessible to family violence victims.</p> <p>Better understanding of needs related to policy change to support victims of family violence living in public housing</p>	<p>An updated list of surplus housing available by community</p> <p>Surplus units appropriately utilized based on consultations</p>	<p>March 31, 2009</p> <p>Ongoing</p>	<p>NWTHC</p>
<p>Explore options for a dedicated Domestic Violence Coordinator to be located at "G" Division RCMP</p>	<p>Determine feasibility of such a position in order to prepare a business case to submit for funding approval</p>	<p>Specialized, internal RCMP resource on the issue of family violence</p> <p>Leadership and mentoring to police who are investigating/managing high-risk family violence cases</p> <p>Monitor and take action to address concerns related to police response to family violence</p> <p>Knowledgeable representative on family violence committees, including the Coalition Against Family Violence, and in community initiatives such as the Response to Family Violence Action Plan Phase II and the Yellowknife Family Violence Interagency Protocol</p>	<p>Business case to be developed and submitted for consideration by the Department of Justice for funding and implementation during fiscal year 2009 / 2010</p>	<p>January 31, 2009</p>	<p>RCMP with support from Justice</p>



## Enhancing and Expanding the System for Families Affected by Family Violence

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
Ensure victims of family violence have expedited access to information about available services		Represent the police at designation <i>Protection Against Family Violence Act (PAFVA)</i> meetings			
		Organize/deliver Family Violence and <i>PAFVA</i> information and training Develop a training manual for RCMP "G" Division that outlines police best practice in responding to family violence		March 2012	To be determined
	Display information about family violence related services in all Income Security offices	A better informed public	Ease of access to information on services available	Ongoing	ECE
	Client referrals with a current history of experiencing family violence and/or current clients with this identified issue will be given priority and seen within 24 hours	Expedited access to services. Appropriate community referrals to other supportive services	Improved access to services	Ongoing	

## NWT Family Violence Action Plan: Phase II (2007-2012)

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<p><b>Strategic Goal:</b> Improved quality and number of services across the NWT, addressing the full spectrum of needs of victims, families, and communities</p> <p>Develop and implement a long term program for males who abuse their intimate female partners that encompasses offender treatment, positive reintegration into the community and follow-up</p>	<p>Confirm funding through NCPG to complement funding that is available through the FVAP</p> <p>Research program models including site visits</p> <p>Development of gender balanced steering committee to oversee the project development and implementation</p> <p>Develop a project lead organization and a lead position dedicated to coordinate implementation</p> <p>Develop program expectations, goals, and objectives – complete RFP process for contract expertise to do consultation and develop program model – including standards and accountability process</p> <p>Lead organization hires contractor to develop and implement evaluation framework</p>	<p>Voluntary and mandatory clients who have completed the program and who now do one or more of the following:</p> <ul style="list-style-type: none"> <li>• Admit fully to their history of abusiveness towards others</li> <li>• Unconditionally admit their abuse was wrong</li> <li>• Acknowledge their abusive behaviour was a choice</li> <li>• Recognize the effects their abuse has had on their partner and children</li> <li>• Identify their pattern of controlling behaviours and entitled attitudes</li> <li>• Replace abusive behaviours with respectful behaviours</li> <li>• Make amends for the damage done</li> <li>• Accept the consequences of their actions</li> <li>• Are accountable for their past and future actions</li> </ul> <p>Evaluation report with recommendations based on three years of client programming</p> <p>Statistical information based on program participation and further reported violent offenses</p>	<p>Appropriate level of funding secured</p> <p>At least 2 site visits</p> <p>Recommendations regarding program philosophy, training needs, and linkage to other programs for support</p> <p>Gender balanced steering committee</p> <p>Project lead identified, lead individual and CA in place</p> <p>Contracted expertise in place</p> <p>Program model complete with scope of intervention, philosophy, cultural component, self referral process, standards, and accountability process</p> <p>Evaluation framework complete and in place</p>	<p>2012</p> <p>2009</p> <p>2009</p> <p>2009</p> <p>2010</p> <p>2009</p>	<p>Justice</p>

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<p>Strategic Goal: Improved quality and number of services across the NWT, addressing the full spectrum of needs of victims, families, and communities</p>	<p>3rd party service provider is identified and/or staffing is hired to be trained for program implementation</p>		<p>Service providers identified/ trained according to program selected</p>	<p>2010</p>	
	<p>Program links into other community initiatives by developing formal partnership agreements and training/ workshops to staff in partner organizations</p>		<p>Program linked in with partner organizations Formal partnership agreements</p>	<p>2009</p>	
	<p>Program provides outreach to communities to provide awareness, education, and follow-up support</p>		<p>Annual reporting on the outreach provided and outcomes of such outreach</p>	<p>2110 - Ongoing</p>	
	<p>Program implementation</p>		<p>Annual reporting from lead organization and results of evaluation framework</p>	<p>2110 - Ongoing</p>	

## NWT Family Violence Action Plan: Phase II (2007-2012)

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<b>Strategic Goal: Increasing skills with targeted professionals and volunteers in supporting people affected by family violence</b>					
Explore funding opportunities to provide Legal Information Training to shelter workers, advocates and victim's assistance workers	Training attached to the Family Law in the NWT manual	Develop and deliver community-based training that increases front line workers' confidence and skill base in providing legal information to victims of family violence	Family law advocacy training for front line workers in 1 to 3 regions	2011	Justice
Ongoing support and training for <i>Protection Against Family Violence Act</i> designates	Annual designate training as part of the RCMP Investigator course training Ongoing in-services for designate groups	Provide information and training that enables designates to carry out their responsibilities under the <i>Act</i> as well as other information related to family violence	Annual 2 day training Training and in-services on an as-needed basis	Ongoing	RCMP/ Justice
Develop and/or borrow information specific to family violence to be included in training sessions for CSOs	Training on working with clients in crisis and about available resources in the community	CSOs have knowledge about the services specific to victims of family violence and how to access those services, such as: Emergency Protection Orders, shelter services, counseling services, RCMP supports, etc. CSOs have the Department of Health and Social Services safety planning guide and template available to provide to victims of family violence CSOs are able to refer victims of family violence to the appropriate agencies CSOs are more knowledgeable about working with women in crisis	Well informed CSOs who are sensitive to the needs of the client. Awareness of resources available to persons affected by family violence Knowledge of the referral process to each resource Ability to work with clients in crisis	February 2009 and Ongoing	ECE

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<p>Develop a training curriculum for shelter workers and advocates that is based on best practices and can be delivered in a number of different formats – self study; facilitated workshops; staff development meetings; etc.</p>	<p>Develop small working group that has specialized experience working in NWT shelters and formal education in the area women's issues/family violence/counseling</p>	<p>Shelter staff and advocates that are in a better position to provide appropriate services and interventions to residents of the shelters, community members, and other organizations</p>	<p>Working group in place and able to commit time to ongoing revisions</p>	<p>Complete</p>	<p>DHSS</p>
<p>Continue to revise curriculum and framework for the curriculum that is currently in place</p>	<p>Increased confidence level of shelter staff and advocates in doing their work</p>	<p>Feedback obtained and incorporated from Shelter Network, Health and Social Services Authorities, and Implementation Steering Committee</p>	<p>July 2009 - August 2009</p>	<p>September 2009</p>	<p>September 2009 - Ongoing</p>
<p>Send out curriculum modules as they are revised for feedback and consultation</p>	<p>Improvement in client satisfaction with services</p>	<p>Increased value placed on the role of shelter staff and advocates</p>	<p>Final curriculum complete</p>	<p>September 2009</p>	<p>September 2009 - Ongoing</p>
<p>Assist shelters determine appropriate implementation of training</p>	<p>Improvements in shelter utilization</p>	<p>Implementation of training</p>	<p>Implementation of training</p>	<p>September 2009 - Ongoing</p>	<p>September 2009 - Ongoing</p>

## NWT Family Violence Action Plan: Phase II (2007-2012)

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<b>Strategic Goal: Continue to support school based initiatives that promote the development of healthy families and healthy relationships</b>					
Continue to distribute and support the promotion and use of "Dealing with Child Abuse: A Handbook for School Personnel"	Distribute handbooks and orientation packages on request	School staff have knowledge about child abuse in families and understand their responsibilities to report	Summary report of number of facilitated sessions and packages distributed	Ongoing	ECE
	Support the implementation of the School Counselling Framework and Handbook	School staff have access to resources that encourage healthy families and healthy relationships	Support is available on request as reported by Student Support Consultants	Ongoing	ECE
	Respond to invitations from schools/regions for support in the implementation of student centered support for behaviour	More students involved in healthy caring relationships	Summary report of number of behaviour sessions that took place within each school year		
Ongoing support for any school based initiatives that promote the development of healthy families and healthy relationships	Continue to support the distribution of information related to the health curriculum	Students have access to information about healthy families and healthy relationships	School staff have access to a resource list that provides information and educational materials about a variety of relationship issues		
	Support initiatives that promote the development of healthy family routines including those that encourage nutrition and healthy eating habits		Information about initiatives is distributed when available and on request as reported by Student Support Consultants		
Explore availability of resources to review the current health curriculum including information about healthy individuals, relationships, and families	Develop and distribute resources lists for relationship related information and activities	School staff have access to information and resources to promote healthy families and healthy relationships	Continue to provide updates on the availability of resources	Ongoing	ECE

Action	Components	Expected Outcomes	Deliverables	Timeline	Lead
<b>Strategic Goal: Improve and coordinate services to children and youth related to family violence prevention and the development of healthy relationships</b>					
Complete a scan of programs and services currently provided by Regional Health and Social Services Authorities to youth promote healthy families and healthy relationships	Develop a model to scan the programs and services used by NWT Regional Health and Social Services Authorities to promote healthy families and healthy relationships All NWT Health and Social Services Authorities and related NGOs have access to a list of programs and services offered in each region	Complete a pilot scan of the Yellowknife Health and Social Services Authority and the Stanton Territorial Health Authority Complete scans of Regional Health and Social Services Authorities; three per year: - Hay River HSS Authority, Fort Smith HSS Authority, Beaufort-Delta HSS Authority - Dehcho HSS Authority, Sahtu HSS Authority, Tlcho Community Services Agency	A current list of programs and services offered by NWT Health Authorities that promote healthy families and healthy relationships	March, 2009  March, 2010  March 2011	DHSS
Complete a scan of programs and services available in schools that support the development of healthy families and healthy relationships	Develop a model to scan the programs and resources used in NWT schools to promote healthy families and healthy relationships Share the results of the scan with all schools	Knowledge of some of the activities and resources used in NWT schools to promote healthy families and healthy relationships All schools have access to a list of programs and resources that can be used in NWT schools	Information about promising programs in use in NWT schools that promote healthy families and healthy relationships is available to all schools	June 2010	ECE
Complete a scan of programs and services currently provided by the Department of Justice to youth that promote healthy families and healthy relationships	Develop a model to scan the programs and resources used within Justice (NWT) to promote healthy families and healthy relationships Share the results of the scan with Justice departments and	Awareness of current programs and initiatives promoting/ supporting youth and families being delivered within the system	A current list of Justice initiatives and programs supporting youth and families	June 2010	Justice

**NWT Family Violence Action Plan: Phase II (2007-2012)**

