Access to Justice
Prevention of Harassment

Prevention of Workplace Harassment and Violence

Trauma-Informed Approach Virtual Training for Lawyers

Based on Inuit Qaujimajatuqangit Principles

AGENDA

Saturday, October 24, 2020
10:00 a.m. - 3:00 p.m. ET

Log-in information for videoconferencing will be shared by email to participants registered for the training

**These times are subject to change*

10:00 a.m. **Lighting of the Qulliq**

- Brief opening words of welcome
- Brief historical orientation of the qulliq and inform that many communication events include qulliq lighting by a respected local Elder
- Review of the Session Agenda
- Roundtable introduction of presenters

10:20 a.m. **Trauma Foundations**

- Clinical definition of trauma
- Common traits and types of trauma (pairs exercise and report-back for consolidated list, and discussion of any excluded examples)
- Categories of trauma – acute, chronic and complex
- Visual of the trauma tree – roots of unresolved trauma with common mental and physical health functions and behaviours as coping measures or reactions (eg. anxiety, PTSD, aggression) to set-up the trauma-informed approach, awareness, empathic response and need for victim services/other supports to manage symptoms, or deal with the deeper-rooted trauma.

11:15 a.m. **Health Break**

11:30 a.m. **Cultural, Historical and Intergenerational Trauma among Inuit**

- **Part 1** – Categories of specialized forms of trauma that Inuit have experienced, which impact individuals, families and communities today (holistic connection of a client within broader family and community – not individualistic decision-making or worldview)
    - Cultural
    - Collective
    - Historical
    - Intergenerational
    - Ambiguous Loss (unique category connecting loss of hunters on the land; Missing and Murdered Indigenous Women, etc.) and trauma support approaches

- **Part 2** - What happened to Inuit?
    - Contextualizing trauma among Inuit within the historical framework
        - *The Inuit Power Curve* tool and key historical events and impacts on Inuit families, communities and territory
        - The context of historical trauma can be viewed as a loss of predictability and control over individual and collective lives, which is increasing over time (negotiations, advocacy and self-determination)

12:30 p.m. **Health Break** (Grab your lunch)

12:45 p.m. **Self-awareness as a Trauma-Informed Professional**

- Trauma-informed principles
- Who are we? Who is our client? (Exploring power, bias and trust through concepts of social location and intersectionality of Inuit communities and being a professional working in Nunavut)
- Your trauma-informed practitioner toolkit (empathy, open listening, trust and relationship building, understanding the complexities of social health indicators of Inuit health; the power of confidentiality and choice for many who feel powerless and without options)

1:45p.m. **Health Break**

2:00 p.m. **Applying a Trauma-Informed Approach in Inuit Communities**

- Inuit traditional societal values (Inuit Qaujimajatuqangit Principles) as applied to health and wellness, grief/loss, workplace, interpersonal relations and resolving conflict
  - Engaging Inuit communities through a culturally-safe and trauma-informed approach for justice projects
    - Workplace harassment: the reality of dual-relationships, fear of retaliation and violence
    - Supporting trauma in resource-poor communities – understanding what supports exist and Inuit prefer for conflict resolution
    - Building trust, rapport and relationships (hamlet council, Elders and community-based Inuit health and justice committees)

2:15 p.m. **Exercise: Supporting Nunavummiut through Workplace Harassment in a Trauma-informed manner**

- *World Café activity*

2:45 p.m. **Debrief World Café input**

3:00 p.m. **Roundtable** – Participant Reflections / Evaluation Form

3:15 p.m. **Adjourn Session**

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About the Speakers

ilinniapaa Skills Development Centre (iSDC)

ilinniapaa - meaning “Yeah, I’m learning!” is owned and operated by Helen Roos, and is an NNI firm providing specialized professional development courses. iSDC is a federally-incorporated firm that operates across Canada, but specializes in indigenous and Northern capacity building. Our courses are nationally accredited by the Indigenous Certification Board of Canada (ICBOC) and available online or in-person. iSDC is pleased to be collaborating with the Nunavut Law Society on this important initiative.

Helen Roos brings 25 years direct experience working in indigenous communities in federal, provincial and territorial government in land claim negotiation and implementation; justice, labour force development and program design and delivery. She worked for 8 years with the Ministry of the Attorney General (Ontario) in Courts Administration, Crown Attorney and Special Projects, and later in Nunavut as Victim Services Coordinator and Correctional Officer. She is an accredited instructor in Mental Health First Aid (Canada): Youth; safeTALK, Nonviolent Crisis Intervention, and designs and delivers national accredited competency-based courses in collaboration with indigenous advisors, including Workplace Harassment & Violence and related occupational health and safety courses. Helen shares her time between Iqaluit, Ottawa and Kitimat with her partner and children.

Deborah Tagornak is a proud Inuk originally from Naujaat (Repulse Bay). She brings extensive experience in Inuit workforce development, justice sector, social justice, family violence consultation and policy/program design and delivery at the regional, national and international level. She brings exceptional insight on Inuit traditional societal values and a proficient Inuktut translator, providing consultation and advisory services. Deborah resides with her young family in Ottawa, ON. She will be co-facilitating this session for the LSN.