

Domain Priorities

2015 – Onward



Calgary Urban Aboriginal
Initiative (CUAI)

~August 2015~

The Calgary Urban Aboriginal Initiative (CUAI) grew out of *Removing Barriers: A Listening Circle*, a multi-phase, qualitative, community-based research initiative that took place in Calgary in 1999. The *Removing Barriers: A Listening Circle* engaged Aboriginal Calgarians in identifying barriers to service and systems access in Calgary, and, together with other stakeholders, vision solutions and recommendations.

The “*Removing Barriers: A Listening Circle*” was initiated in the city of Calgary. Partners included the City of Calgary Community & Social Development, the Calgary Homeless Foundation, Treaty 7 Economic Development Corporation, the Métis Nation of Alberta, Human Resources Development Canada, and Justice Canada’s National Strategy on Community Safety and Crime Prevention. The purpose was to identify barriers that urban Aboriginal people face in Calgary. As a result of the process, a report entitled “*Removing Barriers: A Listening Circle*” was produced.

CUAI is a partnership initiative that aims to support and enhance work across and between eight Domain groups by engaging broad bases of stakeholders in order to effect real and sustainable advances for urban Aboriginal people in Calgary.

CUAI is not a service delivery agency, a government department, a funding body, or a not-for-profit. CUAI is a true collaborative, and its potential is a function of the degree to which it engages community members, stakeholders and government around common goals.

The CUAI is therefore a continuation of the work that was initiated with *Removing Barriers: A Listening Circle*. With a focus on bringing stakeholders, community and agencies together with all levels of government, CUAI has a mandate to facilitate Domain-specific forums in order to develop concrete, actionable and practical solutions to issues facing Aboriginal Calgarians.

CUAI MISSION

"To provide a home for ongoing discussion, coordination, and informed action in support of Calgary urban Aboriginal issues and initiatives"

Eight key issue areas emerged from the Listening Circle process: Education, Employment, Funding, Health, Housing, Human Rights, Justice and Services. When the work initiated through “*Removing Barriers: A Listening Circle*” evolved to become the Calgary Urban Aboriginal Initiative in 2000, these eight Domain areas became the foundation of the CUAI structure.

- Domain groups exist in order to identify issues and act on recommendations as identified through consultation with the community.
- Domain groups are empowered with a mandate to engage the community in identifying issues and developing and implementing recommended action plans.
- Domain group membership is based on the terms of reference established by each domain group, and each Domain group selects a representative to the CUAI Committee.

The eight CUAI Domain groups are the heart of the Calgary Urban Aboriginal Initiative. It is through these groups that CUAI maintains its connection with the Aboriginal community, and engages the participation of experts in areas of critical concern for Aboriginal Calgarians. Domain groups are

comprised of a broad base of stakeholders including community members, agency staff, industry experts and government and institutional representatives. Participation in a Domain group is open to all, with the exception of the Funders Domain which restricts membership to funders with an interest in urban Aboriginal program support.

As a note, the CUIA Housing Domain was established as a partnership with the Calgary Homeless Foundations Aboriginal Standing Committee on Housing & Homelessness in 2003. The Calgary Aboriginal Standing Committee on Housing & Homelessness, among its many activities within the community, acts as the Housing Domain for CUIA and is open for membership and participation to any interested organization and/or individual. The CUIA Housing Domain is comprised of interested community members, agencies, organizations and individuals with a vested interest in any and all Aboriginal housing issues in the city of Calgary, and who are interested in working together to address barriers and/or gaps identified.

Over the last sixteen years, the CUIA Domains have planned, implemented and hosted various community dialogues, learning sessions, capacity building opportunities, projects, celebrations and provided a safe and neutral space for the Aboriginal community to connect and engage.

Each year the CUIA Domains hosted various planning sessions or strategies to determine immediate and future needs for their sectors. The following information is a compilation of strategic plans from the existing Calgary Urban Aboriginal Initiative (CUIA) seven Domain groups (the Housing Domain hosted its own planning process and their report and strategic plans can be found on their website at www.aschh.ca).

The following plans are a result of numerous sessions hosted over the winter of 2014 to the summer of 2015. These strategic plans are meant to provide guidance and overarching direction to the Domains from 2015 onward to 2020 (*please note that some of the plans below indicate 2015-2016, this is in relation to the Initiative timelines for work and not that the Goal will expire). With the closure of CUIA scheduled for December 2015, it is important to capture the needs of the community and establish some stepping stones for all of the great synergies that have been made over the last sixteen years.

Finally, at the end of this document there is a compilation of three “Community Plan” Goals. These goals are a result of compiling synergies and common goals from each of the Domains during their strategic planning sessions. These goals focus on multiple sectors and are seen as to be larger goals to achieve for address high needs within the Calgary Aboriginal community. These plans will be shared with Aboriginal Affairs and Northern Development Canada (AANDC) and the Alberta Friendship Centre for their Regional Planning for the roll out of the Urban Aboriginal Strategy (UAS) in Alberta.

We would like to acknowledge and thank all of the Elders, community members, organizations and partners who provided valuable time, energy and input into the development of these strategic plans. We hope that many of these goals can be obtained with that same drive, spirit and goodwill that we have been witness to and with that goodwill we will see the magnificent outcomes of them for our community.

~ CUIA Staff

Education Domain

2015 – 2016

Mission: “Bringing community together to create and celebrate success for all Aboriginal learners throughout their lives.”

Goal 1: Members of Calgary’s urban Aboriginal community are supportive and actively involved in education. Educators in Calgary provide a welcoming and knowledgeable learning environment to enable Aboriginal people of all ages to succeed in their education.

Initiative 1A:

- Collaborate with SAIT and St. Mary’s University and the Calgary Catholic School District to host a one day session with Ralph Bodor from Blue Quills college

Inputs (Resources):

- Time
- Manpower- Education Executive and community volunteers
- Collaborations with other Education institutes St. Mary’s University, Calgary Catholic School District (CCSD) and Southern Alberta Institute of Technology (SAIT)
- Financial (venue cost, food costs, advertising)
- Resources (meeting rooms, contact lists, community volunteers)
- Funding to offer any programs

Activities to implement within a one year time frame:

Activities	Timeframe	Responsibility
1) Identify presenter for session	May 2015	CUAI staff and Domain members
2) Identify costs and develop budget for event		
3) Identify venue for session		
4) Create advertising, and invite attendees	May 2015	CUAI staff and Domain members
5) Create evaluation for attendees	May 2015	CUAI staff and Domain members

Outputs:

- Number of service providers in attendance
- Number of school board educators or administration in attendance

Short-term Outcomes (within-one year):

- Increase awareness of Aboriginal culture from an Aboriginal world view instead of a western view point. How to use this in the attendees jobs working with the Aboriginal population

Intermediate Outcomes (1 to 2 years):

- Create an ongoing session offered quarterly to different groups online or in person

Long term outcomes: (3 years and +):

- Front line people working with the Aboriginal population have this session available to them whether in person or via the internet

Indicators of Success:

- Educator feedback
- Surveys
- Personal Feedback

Measurements:

- Number of participants
- Attendance record

**Goal 2: Encourage Aboriginal Parent Outreach/ Support Programs AND
Goal 3: Encourage the whole Aboriginal community to be active in education by celebrating and acknowledging the successes of students and families.**

Initiative 2A & 3A:

- Celebrate Our Success: Community events (3 for the year)

Inputs (Resources):

- Financial (food, advertising)
- Venue
- Audio visual equipment
- Chart/Brown paper, sticky notes, etc
- Volunteers to assist with set up /clean up
- Partner with other educational celebratory projects/initiatives

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
Host 3 community Celebration events over the 2015-2016 fiscal year to celebrate our achievements as a community in education (i.e. completed a course, completed a training, finished school, read a book, assisted someone else to learn, successful parental engagement with your child)	September 2015	Education Domain & CUI Liaison

Outputs:

- Number of families that attend the event
- Number of stories captured
- Number of presenters

Short-term Outcomes (within-one year):

- To create more positive linkages with education and learning
- To increase community engagement and activity in education and learning
- To create community togetherness that celebrates all “successes” not just outcomes
- To create an event that encourages family and community involvement in education

Intermediate Outcomes (1 to 2 years):

- Development or Enhancement of sense of pride in individuals and/or families and/or community

Long term outcomes: (3 years and +):

- Community recognition of achievements in aligns with more traditional methods

Indicators of Success:

- Large community participation and engagement
- Feedback from attendees on what the celebrations meant to them

Measurements:

- Number of attendees
- Feedback forms
- Number of stories shared

Employment Domain

2015 - 2016

Vision: “The CUIAI Employment Domain provides a venue to address issues that Aboriginal people face in seeking and maintaining employment and to develop solutions which reflect sustainable employment practices.”

Goal 1: Have an urban Aboriginal workforce that is prepared to enter the labour market with the necessary skills and knowledge they need to succeed.

Initiative 1A: Collaborate in the CUIAI Services Domain resource Fair

- With the success of past CUIAI Services’ Resource fair, the domain will be able to access many FNMI Peoples and support them in their search to find viable employment
- To host presentations for successful job searching, interview skills presentation and mock interviews

Inputs (Resources):

- Domain members expertise put to use
- Manpower
- Resources (venue, etc)
- Other domains partnering involved in hosting.
- Time
- Financial

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Internal- presentation schedule, booking presenters, members preparing presentations	2015	Both Co-Chairs, Core team,
2) External- Connect with service providers through networking opportunities, meetings, about the new format of the event and new presentations	2015	Both Co-Chairs, Core team,
3) External- Connect with possible presenters	2015	CUIAI Community Liaison and core members

Outputs:

- Number of marketing materials distributed
- Number of attendees
- Number of employers who participate in the panel

Short-term Outcomes (within-one year):

- Number of Aboriginal people hired
- Number of Aboriginal People that find viable employment
- Increased engagement of Aboriginal Peoples’ employment programs
- Increased engagement for Aboriginal job seekers in the workplace

Intermediate Outcomes (1 to 2 years):

- Increased representation of Aboriginal People in the workplace

- Increase in postings of senior and management positions for Aboriginal Peoples
- Increase in number of employers present at job fair

Long term outcomes: (3 years and +):

- Increased ability to provide on the ground support for resumes

Indicators of Success:

- Employers attend
- Number of people attend the pre sessions
- Number of people who were prepared

Our Measurement Tools

- Employer evaluations
- Participant surveys

Initiative 1B: Host an event in collaboration with the Justice Domain to support Aboriginal Peoples coming out of the justice system find permanent meaningful employment.

- To inform employers about potential employment pool
- To showcase best practices in hiring those with criminal records
- To host presentations for successful job searching, interview skills presentation and mock interviews for those Aboriginal People coming out of the justice system

Inputs (Resources):

- Domain members expertise put to use
- Manpower
- Resources (venue, etc)
- Other domains partnering involved in hosting.
- Time
- Financial

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Internal- presentation schedule, booking presenters, members preparing presentations	2015	Both Co-Chairs, Core team, CUIA Community Liaison
2) External- Connect with employers through networking opportunities, meetings, about the possible opportunities for hiring.	2015	Both Co-Chairs, Core team, CUIA Community Liaison

Outputs:

- Number of employers engaged to hire out of the justice system
- Number of employers engaged to hire job seekers
- Number of job seekers that attend
- Number of advertisement for sessions.
- Number of planning meetings

Short-term Outcomes (within-one year):

- Increased employer awareness around barriers of those seeking employment out of corrections
- Increased awareness of which employers are willing to hire out of corrections
- Increased awareness of issues with disclosure and rights for Aboriginal Peoples

Intermediate Outcomes (1 to 2 years):

- Number of employer/employee success stories
- Increase in the number of justice servicing agencies with a larger pool of employers to choose from

Long term outcomes: (3 years and +):

- Development of website for robust directory for employee/employers out of corrections to access
- Increase in the number of success stories to build on.
- Greater understanding of common interests for all stakeholders

Indicators of Success:

- Increase in the number of Aboriginal People with criminal records acquiring employment
- Increased number of employers hiring Aboriginal People with criminal records
- Increase in the satisfaction of employers and employees
- Shorter gestation period between release and hire

Our Measurement Tools

- Statistics on recidivism
- Agencies reporting on shorter time period for placement
- Agencies reporting on greater retention
- Reporting for employee moving to higher level positions in the businesses

Goal 2: Develop solutions which reflect sustainable employment practices for Calgary urban Aboriginal Peoples.

Initiatives 2A: To hold a follow up event with employers, from the Hyatt strategic planning event, to discuss best practices in retention.

Inputs (Resources):

- Financial
- Venue
- Time
- Manpower
- Find a venue

Activities to implement within a one year time frame:

Activities	Timeframe	Responsibility
1) Internal: Brainstorming ideas	Ongoing	Domain members
2) External: Connect with employers through networking opportunities, meetings, about the possible opportunities for hiring.	Ongoing	Domain members

Outputs:

- Number of new employers attending
- Number of employer attending previous

Short-term Outcomes (within-one year):

- Number of employers reporting back to domain.
- More solution focused practices for employee retention

Intermediate Outcomes (1 to 2 years):

- Employers develop successful hiring policies for Aboriginal People

Long term outcomes: (3 years and +):

- Employers share best practices with each other for hiring and retaining Aboriginal People

Indicators of Success:

- Number of employers attending
- Adoption of best practices into employer practices

Our Measurement Tools

- Survey employers

Initiatives 2B: Host a successes event, showcasing successful retention practices and successful Aboriginal Peoples.

- Host an event to showcase some of the successes within the Aboriginal community
- An event to put a spotlight on successful role models for Aboriginal People

Inputs (Resources):

- Resources (venue)
- Manpower
- Finances
- Partnerships
- Advertising
- Community members

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Internal: Networking with service providers and community members to locate the ‘successes’	TBD	Core Employment group members
2) External: Draft nominations form, form a selection committee	TBD	Core Employment group members

Outputs:

- Number of Aboriginal People successfully employed
- Number of changed perspectives of Aboriginal People

Short-term Outcomes (within-one year):

- Developed pride for Aboriginal people in showcasing their successes
- Include justice related employment in successes
- Employment domain success are highlighted

Intermediate Outcomes (1 to 2 years):

- Mentorship of successful organization to emerging organization

Long term outcomes: (3 years and +):

- Successful Aboriginal People become the norm, closing the gap on the stereotype

Indicators of Success:

- Successful Aboriginal People become the norm, closing the gap on the stereotype

Our Measurement Tools

- Number of nominations
- Number of people getting involved
- Number of employers getting involved

Funders Domain

Intent of the Group

The intent of the Funders' Domain is to promote community support and awareness of resource opportunities and barriers as they relate to programs and services for Aboriginal people. Based on recommendations from the Listening Circle Conference, interested organizations will discuss ways of enhancing the administration of funds and funding; enhancing needs' identification methods and priority setting, and enhancing collaboration between funders and with the community in Calgary, and between funders and other domain groups. The intent of this group is to enhance service delivery in the community and increase accessibility of funding.

Membership

The Funders Domain membership includes government, foundations, corporate partners and philanthropic organizations. The Funders work collaboratively with the urban Aboriginal community and with each other to invest in community-identified and prioritized projects that build on community strengths, address high priority needs and/or fill gaps in service.

Initiatives: 1) To develop a process to continue to bring funders together to collaborative share and fund Aboriginal programs/services in Calgary, 2) Host funder information sessions for community and organization to become familiar with funding opportunities and processes, 3) update the 2014 Funders Guide.

Health Domain

2015 – 2016

Mission: “Community working together using Aboriginal world view to achieve excellence in Aboriginal Health and wellness in Calgary”

Goal 1: Aboriginal people in Calgary have access to physical and mental health as well as addictions services

Initiative 1A: Quarterly Event: USAY Back Pack Event July 16/2015

- Increase awareness of Aboriginal health services/programming

Inputs (Resources):

- Time
- Manpower-CUAI Health domain members, community volunteers
- Resources-Venue, contacts from previous years tables hosts,
- Number of other partners involved in hosting (USAY, ATB, other community Health partners)
- Financial

Activities to implement within a one year time frame:

Activities	Timeframe	Responsibility
1) Invite attendees from previous years	June 2015	CUAI staff and Domain members
2) Create evaluation feedback form for booth hosts	July 2015	CUAI staff and Domain members

Outputs:

- Number of Aboriginal attendees educated on what Health services are available in the community

Short-term Outcomes (within-one year):

- Increase knowledge of families on Health programs and services in Calgary

Intermediate Outcomes (1 to 2 years):

- Increase the engagement Aboriginal families in promoting their own health and wellness

Long term outcomes: (3 years and +):

- Increased number of Aboriginal people in the community are aware of the various programs and services available to them based on what they need

Indicators of Success:

- Number of host booths
- Number of attendees
- Number of Surveys/Personal Feedback collected

Measurements:

- Feedback form
- Number of participants
- Number of CUIAI brochures and Aboriginal Services guides

Goal 2: Aboriginal people in Calgary have an all nations gathering place that provides an opportunity for spiritual wellness

Initiative2B:

- Participate in the 2015 Wellness Walk November 16/2015
- Discuss collaborations in regards to “spiritual wellness centre” that may be built in Calgary to the Wellness walk participants and attendees

Inputs (Resources):

- Financial: food, advertising
- 2015 Wellness Walk Committee members
- CUIAI Health domain members
- Time

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Attend Wellness walk meetings	Aug 2015	Health Domain members Wellness Walk Committee
2) Identification and development of communication plans	Aug- ? 2015	Health Domain Members and Wellness Walk Committee
3) Advertise event to community members	Sept 2015	CUIAI Health Domain Members
4) Identify who will speak on behalf of CUIAI and the Health domain initiatives and goals for the year and plans for 2016 and beyond	Sept 2015	CUIAI Health Domain members
5) Gather Resources (Aboriginal Services Guide, CUIAI Info)	Oct 2015	CUIAI Liaison

Outputs:

- Number of meetings
- Number of partner gains
- Number of participants
- Number of sponsors
- Number of Media slots purchased or donated
- Number of new domain members

Short-term Outcomes (within-one year):

- Increase membership in CUIAI Health domain

Intermediate Outcomes (1 to 2 years):

- Create more buy in from collaborators already doing the bigger work (AHS, federal and provincial)

Long term outcomes: (3 years and +):

- Increased Collaborations with other organizations to make the wellness centre a reality

Indicators of Success:

- Large community participation and engagement
- Feedback from participants
- Number of CUAH Health domain info given out as well as Aboriginal Services guides

Measurements

- Number of participants
- Feedback form/personal stories
- Attendance record
- Number of sponsors willing to sponsor the wellness walk or spiritual wellness centre
- Number of advertising spots sold
- Number of people who attended from media

Goal 3: Barriers to Health Services**Initiative 3A:**

- ◆ Bring East Calgary Health centre, Mosaic PCN, and Elbow River Healing Lodge together to discuss available programs and services

Human Rights Domain

2015 – 2020

Vision: The CUI Human Right Domain is to promote and advocate for equal participation, recognition and respect for Aboriginal People in Calgary; free from stereotypes, while honoring our diverse cultures, values and traditions.

Mission: The CUI Human Rights Domain shall advocate for the acknowledgment, inclusion and protection of the Aboriginal Peoples of Calgary; respecting their physical, emotional mental and spiritual well being.

Goal 1: To build community engagement

Initiative 1A: Hold a Round Dance in collaboration with CUI in December 2015 (covers goal 1, 2, 3)

- To partner with CUI to host a celebration event to highlight CUI's achievements and work over the last 16 years
- Use this event to present Aboriginal teachings connected with the celebration
- Showcase human rights work within each domain
- Create a booklet that captures the work of partnerships and collaboration since 2012

Inputs (Resources):

- Manpower
- Venue
- Sound System/AV support
- Other domains partnering involved in hosting
- Time
- Financial

Partnerships:

- Calgary Police Service Mission Statement: "to optimize public safety"
- Calgary Police Service Aboriginal Chief's Advisory Board Vision Statement: "Working towards the security and progressive spirit of our Aboriginal community"
- Calgary Police Service Aboriginal Chief's Advisory Board Mission Statement: "The Mission Statement of the Aboriginal Chief's Advisory Board is to increase respectful integration of Aboriginal peoples while breaking through barriers and increasing trust with the Calgary Police Service. This mission will be carried out through education, language and celebrating of cultures."

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
Secure venue	July 2015	Core Domain, CUI Community Liaison, partners, All
1) Find partners to collaborate with	June 2015	
2) Advertising	August/Sept 2015	
3) Developing a budget	June 2015	
4) Applying for funding where need be	June/ Sept 2015	
5) Connect with possible funders & donators	June 2015	
6) Recruit volunteers	ongoing	
7) Develop schedule for the day	Sept 2015	
8) Secure food and beverages	August 2015	

Outputs:

- Number of attendees at Round Dance
- Number of sponsors attracted
- Number of media releases developed and distributed

Short-term Outcomes (within-one year):

- Increase awareness of CUI's story
- Increase awareness of all the CUI Domain plans
- Increase awareness of human rights work in the CUI domains (via. Booth setup - people can go visit each of the domain booths, learn something about human rights, and then they get a sticker/stamp on a card. Once all booths have been visited, they can enter their name into a door prize)
- Increase traditional awareness - Doreen

Intermediate Outcomes (1 to 2 years):

- Engage more youth
- Engage more community members

Long term outcomes: (3 years and +):

- Heighten awareness of human rights of Indigenous peoples
- Heighten awareness of human rights in general

Indicators of Success:

- Larger involvement of Aboriginal and non-Aboriginal people at events
- Awareness and understanding of human rights of Indigenous peoples

Our Measurement Tools

- Continuation of human rights round dance
- Collect number of participants who visit CUI domain booths (via Door prize entries)

Goal 2: Partner with the education system to improve the quality of content for students learning about Aboriginal Peoples and an accurate historical account.

Initiative 2A: To become involved in the development of the programming and curriculum in area schools.

- To ensure accurate historical account of Aboriginal Peoples in the school system
- To ensure appropriate teachings of modern Aboriginal Peoples in the school system

Inputs (Resources):

- Domain members expertise put to use
- Manpower
- Resources (venue, etc)
- Partnering with Calgary Board of Education (CBE)
- Time

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Develop relationships with province and CBE to become a part of the development of both curriculum and programming within the schools.	2015	Both Co-Chairs, Core team, CUAJ Community Liaison
2) Meet with Calgary board of Education representative to engage in the programming for the Aboriginal Learning Centre	August 2015	Domain members, CUAJ liaison

Outputs:

- Number of staff
- Number of Educational staff and faculty (Assistant Deputy Ministers, , parent councils etc.)
- Number of schools contacted
- Number of meetings attended

Short-term Outcomes (within-one year):

- Develop working groups
- Meet with Lori Pritchard with Calgary Board of Education (CBE)

Intermediate Outcomes (1 to 2 years):

- Develop a working group plan

Long term outcomes: (3 years and +):

- Providing ongoing support

Indicators of Success:

- Implementation of Aboriginal history in school curriculum
- Material developed

Our Measurement Tools

- Evaluation tools – surveys
- Number of schools who participate

Goal 3: Engage and utilize youth leadership more efficiently.

Initiative 3A: Hold a Round Dance in March 2016 (covers goal 1, 2, 3)

- With the success of past CUI Round Dances, the domain is going to build upon it to have an event to showcase youth success and engage Elders and non-Aboriginal people
- Use this event to present Aboriginal teachings connected with the celebration

Inputs (Resources):

- Domain members expertise put to use
- Manpower
- Resources (venue, etc)
- Other domains partnering involved in hosting
- Time
- Financial

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Secure venue	July 2015	Core team, CUI Community Liaison for all items
2) Finding partners collaborate with	Sep 2015 – Mar 2016	
3) Advertising	Sep 2015 – Mar 2016	
4) Developing a budget	July – Dec 2015	
5) Applying for funding where need be	September 2015	
6) Develop marketing strategy	Sept – Dec 2015	
7) Identify key contacts	July – Dec 2015	
8) Final reporting	March – April 2016	
9) Connect with possible funders & donators,	Aug 2015 – Mar 2016	
10) marketing strategy is implemented	Sept 2015 – Mar 2016	

Outputs:

- Number of sponsors
- Number of Round Dance attendees
- Number of advertising spaces purchased/donated
- Number of partners to host the event

Short-term Outcomes (within-one year):

- Increase awareness of successful human rights work of Aboriginal youth
- Empower Aboriginal and non-Aboriginal youth to exercise their rights

Intermediate Outcomes (1 to 2 years):

- Engage a large youth population
- Increase agencies' awareness of the human rights of young people

- Engage more youth
- Engage more community members

Long term outcomes: (3 years and +):

- Develop a network of Aboriginal and non-Aboriginal youth
- Heighten awareness of human rights of Indigenous peoples
- Heighten awareness of human rights in general

Indicators of Success:

- Youth having an awareness and understanding of human rights

Our Measurement Tools

- Determining where the youth is coming from that we are engaging
- Number of meetings hosted
- Number of attendees at round dance
- Feedback secured from sponsors, attendees, and community members

Justice Domain

2015 – 2020

Vision: The Justice Domain collaborates with partners in Calgary to make the community safe for its Aboriginal population and to establish a continuum of supports that keep Aboriginal People out of the justice system and living healthy and productive lives.

Goal 1: Calgary provides services to Aboriginal People in conflict with the law that offer a range of meaningful opportunities to leave the justice system and find a positive place in the community.

Initiative 1A: Develop and implement a cultural competency awareness education program, with intergenerational trauma relevance, tailored for Crowns, the judiciary, and justice service providers

Inputs (Resources):

- ◆ Domain members expertise put to use
- ◆ Manpower
- ◆ Time
- ◆ Financial

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Establish a working group with members of other domains, community stakeholders and other community members.	2015	Domain members (not only Justice domain) and CUI Community Liaison
2) Complete an environmental scan of best practices/current state of training. It should include views from Treaty 7 members, offenders and Elders.	2015-2016	Domain members, working group, CUI Community Liaison
3) Research statistics around the usage of alternative measures for FNMI offenders and the confidence of the judiciary workers on their level of confidence in their knowledge about Aboriginal issues, historical trauma, and trauma informed practice methodologies and concerns.	2015 – 2016	?
4) Development of education/training curriculum	2017 – 2018	Curriculum developer and domain members

Outputs:

- Number of service providers/Judiciary given the training
- Number of Domain members attracted because of training
- Number of completed trainings for staff

Short-term Outcomes (within-one year):

- Working group formed
- Information gathered
- Cooperation with agencies
- Greater collaboration between Justice serving agencies

Intermediate Outcomes (1 to 2 years):

- Environmental scan completed
- Scan distributed to judiciary staff for review (to assess if they see an gaps or inconsistencies they may be able to add to)
- Working group more solidified
- Continued cooperation between agencies

Long term outcomes: (3 years and +):

- Increased understanding amongst judiciaries, crown and lawyers
- Increased implementation of culturally appropriate sentencing practices

Indicators of Success:

- Offenders sense of being heard and included in the process
- Increased implementation of culturally appropriate sentencing practices
- Reduction in percentage of Aboriginal Peoples in the justice system

Our Measurement Tools

- use of justice statistics: parole, probation, sentencing, lowered rate of recidivism
- offenders survey

Initiative 1B: Improve service delivery in the areas of mental health, addictions, FASD and behaviour therapy through a process of: research, case development and advocacy.

Inputs (Resources):

- Domain members expertise put to use
- Manpower
- Networking with professionals
- Time
- Financial

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Form working group to include: professionals from the field, experts (theory), service delivery personnel, AHS and other agencies	2015 – 2016	CUAI liaison, domain members
2) Look at best practices in other jurisdictions	2015 – 2017	Justice group, working group
3) Conduct environmental scan to determine availability, gaps, and insufficiencies in current services throughout the Calgary area justice system and the impacts on Aboriginal people in conflict with the law.	2016 – 2017	Justice domain members & working group
4) Use this research and local expertise to make a case for a specific set of improved services	2017 -2018	
5) Advocate for Aboriginal People in conflict with the law in Calgary to bring about the needed improvements.	2017 -2020	Justice domain members & CUIA Liaison

Outputs:

- Number of clients benefitting from advocacy and additional supports
- Increased reporting that Agencies will know where to send their clients for appropriate support
- Decreasing number of barriers to those who are accessing services

Short-term Outcomes (within-one year):

- Working to be established
- Increase in the networking opportunities amongst service providers
- Increase in the awareness amongst service providers in the barriers, services and system navigation

Intermediate Outcomes (1 to 2 years):

- Identified best practices, gaps and insufficiencies in current services.
- Greater cohesiveness within the working group
- Increased community engagement

Long term outcomes: (3 years and +):

- Distribution of environmental scan to working group and services providers (not intended for clients)
- Increased level of advocacy for all Aboriginal Peoples in the area of mental health services access

Indicators of Success:

- An increase in improved service delivery to those affected by mental health, FASD and with need for behavior therapy within the urban Aboriginal community of Calgary
- Client accessing appropriate services more easily

Our Measurement Tools

- Service provider survey
- Client survey
- Service agency surveys
- Statistics collected from agencies and within the working group

Initiative 1C: Develop an information strategy to better inform Calgary service providers about available legal services and how the justice system works, including the Gladue process

Inputs (Resources):

- Domain members expertise put to use
- Manpower
- Networking with professionals
- Time
- Financial

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Conduct an environmental scan of who, which organizations; what, information product is being produced.	2015 -2016	Domain members, CUIA Liaison
2) Create a format for information collection and distribution	2015 – 2016	Domain members & CUIA Liaison
3) Collect information about services from agencies.	2015 – ongoing	Domain members, CUIA Liaison
4) Develop partnership with agencies already producing information services guides. (City of Calgary & Inform Alberta)	2016 – ongoing	Domain members, Agencies and community members
5) Have insert/add –on for current service guides containing information on the “process” of accessing those services.	2016 – ongoing	Domain members, Agencies and community members
6) Distribute and promote insert through a series of networking events (similar to the Native Information Exchange)	2016 – ongoing	Domain members, Agencies and community members

Outputs:

- Clarity of service access process and eligibility for service providers
- Number of clients that experience a more seamless service access experience

Short-term Outcomes (within-one year):

- Information gathered
- Environmental scan in progress

Intermediate Outcomes (1 to 2 years):

- Scan completed
- Information collected for that year
- Partnership with City of Calgary and Inform Alberta in process

Long term outcomes: (3 years and +):

- Partnership ongoing
- Information updated yearly
- Published inserts for City of Calgary service guides and Inform Alberta

Indicators of Success:

- More comprehensive information collected and published
- Client experiencing a more seamless access experience
- Service providers feel/are more confident in accessing the appropriate services for clients

Our Measurement Tools

- Feedback from partnership organization(s)
- Survey with service providers

Goal 2: Calgary ensures that Aboriginal people in conflict with the law have access to the services they need.

Initiative 2A: Develop a systematic and realistic network of access and referrals to post-release support services, and a mechanism for justice workers to use the network for their clients.

Inputs (Resources):

- Money
- Domain members expertise
- Time
- Networking with professionals

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Establish a working group to include representation from Municipal Crown's office, Local Transit, City of Calgary Representatives, Community members, stakeholders, service providers, Dr. Swann and other politicians to be invited.	2015 – 2016	Domain Members and working group
2) Conduct environmental scan to include corrections processes	2015 – 2017	Domain Members and working group
3) Research best practices of other jurisdictions.	2015 – 2017	Domain Members and working group

4) Research statistics on usage of post release services ensuring to document gaps and deficiencies.	2016 – 2018	Domain Members and working group
5) Use this research and local expertise to make a case for a specific set of improved services.	2017 -2018	Domain Members and working group
6) Advocate for Aboriginal People in custody to ensure that Aboriginal People receive appropriate post release support	2018 – 2020	Domain Members and working group

Outputs:

- Increase number of appropriate post release services
- Increase number of clients benefitting from post release supports
- Increase number of client’s sense of feeling supported

Short-term Outcomes (within-one year):

- Clients feeling supported
- Information gathered
- Environmental scan in progress
- Political support growing

Intermediate Outcomes (1 to 2 years):

- Statistics completed
- Environmental scan completed
- Growing awareness of gaps and deficiencies in post release supports, among working group and larger community

Long term outcomes: (3 years and +):

- Developed recommendations for more appropriate post release supports
- Advocate on behalf of Aboriginal People in Calgary
- Clients receiving individualized appropriate post release supports

Indicators of Success:

- Recommendations being utilized by institutions such as Calgary Remand Center
- Client receiving appropriate post release support
- Lower percentage of Aboriginal People cycling in the judicial system
- Decline in number of C-train/transit usage related incarcerations

Our Measurement Tools

- Statistics: clients receiving appropriate post release services
- Reduced percentage of Aboriginal Peoples in custody

Initiative 2B: Re-establish a process for facilitating the obtaining of IDs for Aboriginal people in the justice system in preparation for release by re-engaging the group that provided this service in previous years, and ensure that the process is routinely used at intake and as release approaches.

Inputs (Resources):

- Domain members expertise
- Time
- Money
- Networking with professionals

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Review past proposals/programs for Identification clinics. Ensuring to sort out why they closed or didn't get started.	2015 – 2016	Domain Members & CUIA Liaison
2) Reworking original program/proposals for clinics	2015 – 2016	Domain Members & CUIA Liaison
3) Finalize draft of program	2016	Domain Members
4) Research funding options	2015 -2016	Domain Members & CUIA Liaison
5) Submit funding proposals	2016	Domain Members
6) Implement ID clinic	2016 - 2017	Domain Members

Outputs:

- Number of clients acquiring Identification
- Number of service providers referring to Identification clinic

Short-term Outcomes (within-one year):

- Review/rework program
- Review/rework proposal

Intermediate Outcomes (1 to 2 years):

- Research/apply for funding
- Finalize/complete proposal

Long term outcomes: (3 years and +):

- Program implementation
- Clients receiving Identification

Indicators of Success:

- Increased number of clients with Identification
- Ongoing funding

Our Measurement Tools

- Number of Identifications distributed
- Service providers survey

Initiative 2E: Map out the barriers within remand and other institutions that involve security classifications and other restrictions that keep Aboriginal people from accessing programs/services, develop strategies for addressing those barriers, and advocate to eliminate those barriers.

TO BE REVIEWED AS POSSIBLE GOAL IN 2017

Services Domain

2015-2016

Mission: “The CUI Services Domain is accountable to improve access for the Aboriginal people in Calgary; that they receive the high quality culturally sensitive Social services they need to live healthy and balanced lives. We work, advocate and communicate on behalf of the Aboriginal community”

Goal 1: Social service agencies in Calgary are trained to recognize, respond and address Intergenerational trauma and to provide appropriate and sensitive Indigenous wellness practices and teachings.

Initiatives 1A: Quarterly Event: “Elder’s Summit” Tentative date: February 2016

- Based on community feedback, the Elder’s Summit will be hosted by the Service Domain again this fiscal year. This year’s focus will be looking at the training that is in place at the agency level about Intergenerational Trauma and its effects on the populations they serve. (there may be overlapping of all priorities set out this year)
- Themes from the 2015 Elder’s Summit will still be covered and expanded on
- Engage Youth to participate in 2015

Inputs (Resources):

- Number of Elders and cultural experts in attendance
- Manpower
- Resources (venue, etc)
- Number of other partners involved in hosting (i.e. Service Domain core members, other domains)
- Time
- Financial

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Internal- with the assistance of the Core Service team identify break out session topics for the Elder's to speak to. Breakout session topics;	TBD	Co-Chairs, Core Services Domain members
2) Internal- with assistance of the Core Service team identify agencies who were not present at the last Elder's Summit and invite them to attend	TBD	Co-Chairs, Core Services Domain members
3) External- Connect with service providers through networking opportunities, meetings, about the new format of the event	TBD	
4) External- Connect with Elders for their thoughts on how we can begin to educate Service providers	TBD	
5) Secure funding/sponsors/partners for event	TBD	Core Services Domain members

Outputs:

- Number of posters circulated/marketing
- Number of invites sent out and collected
- Number of funding applications submitted
- Number of Elders who attend

Short-term Outcomes (within-one year):

- Increase service providers knowledge on Elder protocols, what Intergenerational Trauma is and some of the effects
- Create awareness in Calgary about the value of an event like this
- Increase and create connections with Elders and organizations seeking their services

Intermediate Outcomes (1 to 2 years):

- Build upon the database of Elder's in Calgary
- Increase awareness of the role Elder's play in Aboriginal culture within the city
- Promote cultural awareness and protocols in the service delivery system
- Engage Elders in an meaningful way based upon what the occasion is focused on

Long term outcomes: (3 years and +):

- Increase Elder participation at the Elders Summit 2016
- General knowledge among service providers about Intergenerational Trauma
- Ensure that all social service providers have Aboriginal Awareness training in their agencies

Indicators of Success:

- More agencies will report being more confident in understanding Intergenerational trauma
- More Elders will be connected to services in Calgary

Our Measurement Tools

- Personal success stories
- Number of successful sponsors/funding sources secured
- Number of evaluation forms that will include both pre and post event questions collected – there may even need to be a 3, 6, 9 month follow up component to this (related to long term outcomes)
- Number of Elders in attendance and utilizing to update an Elder list and add onto previous year's list
- Number of attendees has increased from previous year
- A final report being developed for reporting

Goal 2: Streamline personalized referral process for Aboriginal individuals and families accessing Social Services.

Initiatives 2A: Build a Youth focused transition guide leaflet/insert and host a lunch and learn in May 2015

Inputs (Resources):

- Financial
- Venue
- Time
- Manpower
- Aboriginal Futures Career and Employment Centre
- Social service providers that serve youth
- Find a venue

Activities to implement within a one year time frame:

Activities	Timeframe	Responsibility
1) Internal: Brainstorm ways to reach out to the larger Services community in Calgary about youth transition services. Brainstorming ideas;	On- going	Chair and co-chair, Core Services group, CUIA Liaison
2) Invite Service providers to discuss their youth transition services	April-May 2015	Chair and co-chair, Core Services group, CUIA Liaison
3) Find a venue and secure	April 2015	CUIA Liaison
4) External: Liaise with Aboriginal Futures, and develop promotional material	June-Nov 2015	Core Services group, Aboriginal Futures, CUIA Liaison
5) Distribute promotional material to all Service providers that serve Aboriginal youth as well as the urban Aboriginal community	January 2016	Core Services group, Chair/co-chair

Outputs:

- Number of leaflets circulated to services providers
- Number of workshops hosted in the community
- Number of meetings to plan out sessions

- Number of insert(s) in any Aboriginal transition guides

Short-term Outcomes (within-one year):

- Increase awareness of youth transition services offered to urban Aboriginal in Calgary
- Connect people with these agencies
- Educate service providers about the barriers Aboriginal youth may have transitioning into the urban centers

Intermediate Outcomes (1 to 2 years):

- Re-create this leaflet annually to promote service agency’s youth transition programs for urban Aboriginals
- Create awareness of any services gaps in transition support

Long term outcomes: (3 years and +):

- Remove barriers for Aboriginal youth moving to Calgary

Indicators of Success:

- Number of Testimonials
- Service provider stats collected by booth hosts

Our Measurement Tools

- Personal success stories
- Number of Evaluation forms collected
- Number of Surveys completed
- Number of workshops hosted and feedback collected
- Number of attendees at sessions
- Final report developed

Initiatives 2B: Quarterly Event: “Aboriginal Resource Fair” - Tentative date October / 2015

- Host a one stop shop event of resources available in our city for Aboriginal people
- Have a 3 hr session on history of Intergenerational Trauma for Service providers

Inputs (Resources):

- Resources (venue)
- Manpower
- Finances
- Partnerships
- Advertising

Activities to implement initiatives and time frame:

Activities	Timeframe	Responsibility
1) Internal: Look at the registration list from last event and identify agencies who didn’t participate last year and invite them to host a booth	May-June 2015	Core Services group, CUI Liaison
2) External: Draft registration, invites, promotion materials, book venue	July 2015	CUI Liaison

Outputs:

- Number of service agencies tied to our domains/committee (Education, Employment, Services, Justice, Human Rights, Housing, Funding, Youth) to promote this event to their clients
- Number of published Advertisements about the event via poster circulation, radio & Television, Facebook
- Number of posters printed and posted (tracked)

Short-term Outcomes (within-one year):

- Promote partnerships among service providers
- Increase awareness of the services available to urban Aboriginals
- Host this event annually as the benchmark event that brings all service providers together

Intermediate Outcomes (1 to 2 years):

- Create a networking opportunity for service providers to stay connected
- To remove barriers of accessing service providers by creating a convenient one stop shop
- Mobilizing service agencies by connecting their services with urban Aboriginals

Long term outcomes: (3 years and +):

- Increase awareness of the many programs and services for Aboriginal people in Calgary

Indicators of Success:

- Testimonials and success stories
- Number of attendees
- Evaluations for Service Providers

Our Measurement Tools

- Personal success stories
- Evaluation forms
- Attendance list (increase)

Community Plan for Calgary

*This section is a compilation of three “Community Plan” Goals. These goals are a result of compiling synergies and common goals from each of the Domains during their strategic planning sessions. These goals focus on multiple sectors and are seen as to be larger goals to achieve for address high needs within the Calgary Aboriginal community. These plans will be shared with Aboriginal Affairs and Northern Development Canada (AANDC) and the Alberta Friendship Centre for their Regional Planning for the roll out of the Urban Aboriginal Strategy (UAS) in Alberta.

1) **Cultural Awareness (including Intergenerational Trauma)**

- Health, Housing, Justice, Education, Employment, Services
- Look at provincial and national work
- Certifiable
- Tiered but also sector applicable
- Environmental Scan of training currently available and see what is missing (Calgary Foundation has funding available for scan)

2) **Cultural Space**

- Health, Human Rights and Indigenous gathering committee
- Spiritual
- Safe space
- Existing opportunities? Hull and consolidation of resources versus space (not program)

3) **Improve Referral processes**

- Health, Services, Justice, and Housing
- Improve Processes or navigation of services
- Assist with better transitions

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