

Yukon First Nation Wellness Framework



May 2015

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OUR VISION OF WELLNESS

We believe that wellness is a holistic balance of physical, spiritual, mental and emotional well-being. Families, friends and communities, and political, social and cultural contexts have an influence on our health and well-being.

The First Nations Mental Wellness Continuum Framework explains that wellness is strengthened when we have:

- **purpose** in our daily lives whether it is through education, employment, care giving activities, or cultural ways of being and doing;
- **hope** for our future and those of our families fueled by a desire to live life and based on knowing our identity, unique indigenous values and having a belief in spirit;
- a sense of **belonging** and connectedness within our families, our community and our culture; and
- a sense of **meaning** and understanding of how our lives and those of our families and communities are part of creation and a rich history. (Assembly of First Nations, 2015, p. 2).

As Yukon First Nations, we believe that wellness is a dynamic state where our people and communities thrive and flourish. Wellness grows like a plant or tree. Rooted in our culture and the Land, it is nourished by elements such as knowledge, nutritious foods, active lifestyles, access to health services, and a secure and safe place to live.

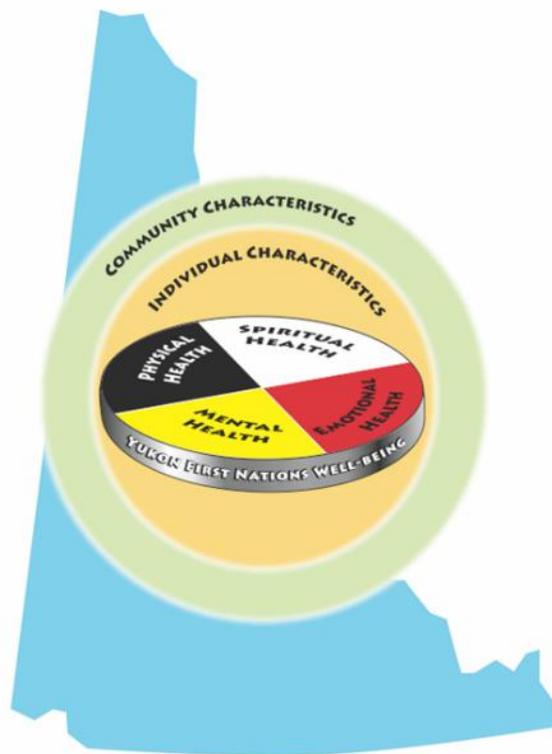
Wellness thrives on positive relationships with families, friends and communities. Respect, caring, sharing and working together are some of the ways we strengthen these relationships. Living well together helps us develop a sense of belonging and purpose.

Culture forms the foundation from which wellness blossoms. Our “cultural values, sacred knowledge, language and practices...are essential determinants of individual, family and community health and wellness” (Assembly of First Nations, 2015, p. 22).

When we consider the wellness of our people and our communities, we need to acknowledge and be proud of our accomplishments. Sometimes, it is too easy to pay attention to what is not working rather than what is. Yukon First Nations have survived trauma and hardship. We are fortunate to have strong citizens and leaders in our communities, and we base our work on traditional law. We are compassionate and caring for ourselves, our families and our Land. Recognizing and building on our strengths will foster our health and well-being.

We see a future where Yukon First Nations people and communities are resilient and flourish. A future where:

- We address the social determinants of health through equitable access to health services.
- We feel happy and energetic, find purpose in daily living, and feel safe, secure and content.
- We care for, strengthen and sustain our families, communities and environment; working together with respect and empathy.
- We are guided in our daily choices and actions by the teachings of our Elders, our traditional ways of doing and being, and our connection to the Land.



*From: Reclaiming our Well-Being-2:
Yukon First Nations Regional Health Survey (RHS) Report 2008-2009, page 23*

CREATING THE WELLNESS FRAMEWORK

At the 2013 Council of Yukon First Nations' (CYFN) General Assembly, a resolution was passed directing CYFN to coordinate the development of a strategy addressing wellness. The strategy was to reach beyond the physical and mental aspects of health to encompass a holistic approach to community wellness.

In November 2013, members of the Health and Social Development Commission (Commission) reiterated the importance of a wellness strategy or framework. The Commission created the Yukon First Nation Wellness Framework with support from CYFN.

The Commission emphasized that development of a wellness framework or plan needed community guidance to ensure that it:

- Reflected the wellness priorities expressed by Yukon First Nation people and communities, and
- Provided recommendations about where, by working together, Yukon First Nations and CYFN could influence positive outcomes related to health and wellness.

Commission members preferred a loose, non-prescriptive structure for the Framework, rather than the formality of a strategic plan. It was envisioned that the Framework would reflect a shared, holistic perspective of wellness, incorporate common priorities for action, and provide opportunities to coordinate efforts at regional or territorial levels.

Commission members first met in June 2014 to share their understanding, knowledge, aspirations and vision for wellness. After this meeting, the first draft of the Framework was prepared.

Community visits were coordinated with assistance from the Health and Social / Wellness Directors. Between December 2014 and March 2015, staff, leadership and/or community members of the following First Nations shared their perspectives on, and priorities for, community wellness.

- Carcross Tagish First Nation
- Little Salmon Carmacks First Nation
- Ross River Dena Council
- Selkirk First Nation
- Ta'an Kwach'an Council
- Tr'ondek Hwech'in
- Vuntut Gwitchin First Nation

To make good use of previous work, resources and reports developed over the past five years, with the support of Yukon First Nation people and communities, were reviewed. These resources, listed below, provide excellent information and are an opportunity to gain a deeper

understanding of the strengths, challenges and priorities Yukon First Nations currently experience.

- Yukon Wellness Network Symposium; Wellness in Action at Work and in the Community: Symposium Report (2014)
- Reclaiming our Well-Being–2: Yukon First Nations Regional Health Survey (RHS) Report 2008-2009 (November 2013)
- First Nation Mental Wellness Continuum Framework; Yukon Engagement Session Report (June 2013)
- Yukon First Nations' Capacity Assessment (March 2013)
- Yukon First Nation Mental Wellness Workbook (2010)
- Improving Access to Health Services for Yukon First Nations; Executive Summary (2010)

The 2008-2009 Regional Health Survey Report offers a comprehensive list of recommendations related to physical, spiritual, mental and emotional well-being. These recommendations, included in Appendix A, provide further direction for planning and implementing wellness initiatives and activities.

In addition to the Yukon First Nation documents listed above, it is crucial to recognize work that has been taking place across the country. Most notable is the recent release of the First Nations Mental Wellness Continuum Framework (Assembly of First Nations, 2015). This framework resulted from a multi-year process that involved consultation across Canada. The First Nation Mental Wellness Continuum Framework; Yukon Engagement Session Report (CYFN, 2013) presents the contribution and findings from Yukon's regional session.

At a second planning session in February 2015, members of the Health and Social Development Commission and Council of Yukon First Nation's Health and Social Department staff considered the implications of the information that had been gathered. From their discussions emerged the structure of a holistic framework with six themes influencing individual and community wellness across the lifespan. The contribution of the individuals noted below, to the development of the Yukon First Nation Wellness Framework, is greatly appreciated.

Elder Frances Woolsey, Ta'an Kwach'an Council

Clara Van Bibber, Tr'ondek Hwech'in Councillor & AFN Chiefs Committee on Health

Wendy Burgess (on behalf of Shelley Cuthbert), Carcross Tagish First Nation

Tracy MacPherson, Champagne and Aishihik First Nations

Marie Martin, Kwanlin Dun First Nation

Soulia Pourabdi, Liard First Nation

Rachel Byers, Little Salmon Carmacks First Nation

Janie Lee Silas, Ross River Dena Council

Lucy McGinty, Selkirk First Nation

Lynn Sparks, Ta'an Kwach'an Council

Kyle Keenan, Teslin Tlingit Council

Trena Raven, Tr'ondek Hwech'in

Pat Fortier and Caitlin Cottrell-Lingenfelter, Vuntut Gwitchin First Nation

Laura Salmon, First Nation Health Programs, Whitehorse General Hospital

Lori Duncan, Council of Yukon First Nations

Cheryl Scherman, Council of Yukon First Nations

Spencer Edelman, Council of Yukon First Nations

Bonnee Bingham, Council of Yukon First Nations



Photo: C. Sparks



YUKON FIRST NATION WELLNESS FRAMEWORK

Think of the Yukon First Nation Wellness Framework as you would a map. The Framework presents the landscape of wellness from the perspective of Yukon First Nations. It was created through conversations with people, communities, and staff of health and social departments. Like a map, the Framework suggests actions or directions based on the priorities expressed through these conversations. However, wellness is a vast landscape and conversations must continue in order to identify new pathways and opportunities that may appear.

The Framework offers different routes that contribute and lead to individual and community wellness. These routes are not considered goals, but are broad themes which imply that a range of diverse priorities and actions contribute to wellness. Together, these themes form comprehensive framework for wellness that can guide decision-making for action at local, regional and territorial levels.

The Framework's guiding principles are touchstones or pillars upon which decisions about the priorities and actions described in the Framework have been made. The guiding principles emerged through discussions about beliefs, values and tradition. These principles state that:

- Culture, traditions and language are an essential foundation for wellness.
- Elders are a source of wisdom and provide guidance for our journey together.
- Our children have the right to live in homes that foster health and promote well-being.
- Everyone has the right to feel safe and secure, to have healthy food, clothing and shelter, and to have access to education and meaningful employment.
- Connecting with each other, the Land, and nature promotes wellness, resiliency and sustainability.
- Our values of respect and sharing form the basis for our actions towards one another.

The Yukon First Nation Wellness Framework is based on six themes. These themes provide areas where strategic actions have the potential to positively impact wellness over the lifespan. Actions in these six areas foster an environment where the physical, spiritual, mental, emotional and social well-being of Yukon First Nations people and communities is encouraged and strengthened. The six themes shown in the Framework diagram are:

1. Traditional Ways of Being and Doing
2. Place, Purpose and Belonging
3. Healthy Living, Promotion and Prevention
4. Medical, Health and Social Services
5. Mental Health and Well-Being
6. Supporting Yukon First Nations Staff

Theme: Traditional Ways of Being and Doing

Traditional Ways of Being stems from a Yukon First Nations worldview based on our stories, our ancestry and history as people, and our beliefs about creation and the living world around us. These are grounded in language, stories, customs and traditions, teachings of Elders, and our connection to the Land. *Traditional Ways of Doing* means that, on a daily basis, the way we live demonstrates the cultural beliefs and values that are our traditional ways of being.

Our *Traditional Ways of Being and Doing* are a foundation or base for wellness. Living this way strengthens our identity and well-being. A strong identity is “a key element of spiritual wellness” (Assembly of First Nations, 2015, p. 5) for individuals, families, communities and Nations.

Practicing our *Traditional Ways of Being and Doing* can help us heal from past trauma and move confidently into the future. Being out on the Land is a place of meaning for our people. It is a place where we come together to teach, learn and practice the ways of our ancestors. Practicing our culture out on the Land strengthens our relationships with each other and fosters unity among families and communities. It helps people who come back to the community after an extended time away re-establish connections.

Traditional Ways of Being and Doing are part of our daily lives when:

- We demonstrate values of humility, responsibility, respect, courage and sharing.
- We find purpose, hope, belonging and meaning in our lives.
- Elders are respected and share their wisdom with younger generations.
- We use our language, practice our spirituality, and live in a way that is consistent with our values and beliefs.
- We spend time out on the Land re-establishing connections with our culture and healing from past trauma.
- Caring for one another is important within our families and in our communities. Our extended families make sure everyone is looked after and has a place.
- Language is taught at an early age and used regularly in our homes and communities.
- We have Elder Councils, Youth Councils and/or Family Councils to support leadership and community governance.
- Our gatherings celebrate traditional ways of being and doing and bring people of all ages and all families together.
- Art, dance, music, stories, and language, as well as hunting, gathering and fishing, are part of our daily lives.

Theme: Place, Purpose and Belonging

Place, Purpose and Belonging builds on our traditional ways of doing and being. This theme is a key element of wellness across the lifespan. It begins with supportive family and community relationships and requires that we have compassion and empathy for those who are struggling with finding hope and meaning in their lives.

Lifelong wellness begins at birth when our children feel loved, cared for, and secure in their home. Feeling a sense of belonging at home, and being connected to family and culture, leads to the development of healthy self-esteem and the confidence to take one's place in the community. *Place, Purpose and Belonging* involves strengthening families by supporting parents and grandparents in their roles as caregivers, creating environments for healthy childhood development, setting standards for respectful behaviour, exploring community-based alternatives for children in care, and finding ways to support well-being through the difficult years from adolescence to adulthood.

Opportunities for education, training, and employment impact wellness. Education, training and the advancement of essential lifeskills help community members feel a sense of purpose when they use their knowledge and skills to contribute to the livelihood of their families and communities. We recognize that learning starts early, at home and in daycares, and needs to continue into and throughout adulthood. Although there may be limited opportunities for employment, volunteer positions can help unemployed individuals find a sense of purpose and recognize their valued place in the community.

As *Place, Purpose and Belonging* extends across the lifespan, it is also about honouring, respecting and supporting our Elders. In our communities, Elders have a key leadership role, providing guidance, sharing wisdom, and teaching our traditional ways, languages, etc. Ensuring Elders have opportunities to fill such roles in ways appropriate to local culture fosters their sense of purpose, belonging and meaning, and promotes well-being as they age.

A sense of belonging and place requires attention to the social determinants that negatively impact health and well-being. These determinants result from “interactions between social and economic factors, the physical environment, and individual behaviour” (Assembly of First Nations, 2015, p. 29). Individual health and community wellness are impacted by factors such as education, employment, family and community support networks, and healthy childhood development. However, secure, reliable housing, access to nutritious food, and opportunities to participate in a variety of community activities also influence one's sense of place and belonging.

A community that fosters wellness through *Place, Purpose and Belonging* is one where:

- Families develop skills for parenting based on traditional ways of being and doing as well as skills necessary to support their children in today's world.
- Community members learn communication and interpersonal skills appropriate for healthy relationships.

- ❑ Children reside in their home community with immediate or extended families.
- ❑ Children are encouraged to succeed from kindergarten through to their post-secondary education and/or training. Individualized and culturally-responsive pathways to learning are available.
- ❑ Daycare programming integrates the learning of traditional activities and language.
- ❑ Young adults (aged 15 to 29) have a sense of hope, purpose, belonging and meaning because they participate in paid or unpaid opportunities in the community and develop life skills, work skills and job experience.
- ❑ All community members participate in activities that help them learn traditional values, knowledge, skills and practices.
- ❑ There is self-reliance and sustainability. Vacant jobs are filled by community members. There is access to locally grown and harvested food. All community members have safe and affordable housing.



Photo: J. Downing

Theme: Healthy Living, Promotion and Prevention

Healthy Living, Promotion and Prevention is about promoting behaviours that enhance our health and preventing behaviours that negatively impact our families' health and well-being. This key wellness theme is about creating conditions and environments that "reduce the occurrence of harmful behaviours" (Assembly of First Nations, 2015, p. 14) and make it easier for people to engage in positive behaviours. *Healthy Living, Promotion and Prevention* also involves building awareness within our communities by sharing clear, concise and current information, and through educational activities that will help us to develop the attitudes, knowledge and skills to pursue a healthy lifestyle.

A number of communities are working on strategies to improve food security for their citizens through projects like greenhouses and community gardening. Learning to gather cultivated and traditional foods, and to prepare and preserve them, are some of the activities these communities presently deliver as part of their *Healthy Living, Promotion and Prevention* efforts.

In order to be effective, activities we implement under the theme of *Healthy Living, Promotion and Prevention* should align with traditional ways of being and doing and our local environment. This will make more effective use of the scarce resources we have available for promotion and prevention activities. Increasing the activities that are associated with healthy lifestyles, and decreasing those that put ourselves and our communities at risk of poor health, takes time and patience. It is a long-term investment into building our resilience, self-reliance, and well-being.

A community that promotes healthy living and takes steps to prevent factors that negatively impact health and well-being is one where:

- Healthy living, promotion and prevention are a priority of leadership, staff and community members. Resources are allocated to this type of programming.
- There is a broad range of community programming and recreation that supports healthy lifestyles and brings people together socially (e.g. dinners, sewing groups, fitness classes, workshops, support groups, etc.).
- The prevention of alcohol and drug abuse begins at an early age. Activities are educational and develop awareness. Parents learn how to talk openly with their children about alcohol and drugs. Community organization and agencies work more together to educate and prevent use among youth and young adults.
- Awareness around Fetal Alcohol Spectrum Disorder (FASD) is integrated into promotion and educational programming.
- Community-based projects like gardens and greenhouses; learning how to harvest, preserve and cook; preparing hot lunches; and hunting, fishing and gathering provide local food sources, opportunities for employment, and strengthen community relationships.
- Culturally-relevant initiatives foster an understanding of chronic diseases and provide opportunities to minimize the risk factors associated with diabetes, cancer, obesity, etc.

Theme: Medical, Health and Social Services

The theme of *Medical, Health and Social Services* implies more than simple access to these services. Rather, it means that we have the right to:

1. equitable access to all services along the continuum of care;
2. services that are provided in a culturally safe manner; and
3. community ownership and delivery of services wherever possible.

According to the Assembly of First Nations (2015, pp. 30-31), we face greater disadvantages in the North. Factors such as geographic remoteness, effects of residential schools, limited access to services within our small communities, the cost of providing basic health services, and the need to travel a great distance for specialty services continue to pose challenges to the delivery of medical services.

Improving services to ensure that our people have equal, adequate and fair access to *Medical, Health and Social Services* means that we continue to build on what is working and seek innovative solutions to the gaps that are evident. Figure 1 identifies six areas that are known to influence our access to health services. Since *Improving Access to Health Services for Yukon First Nations* (Council of Yukon First Nations, 2010) was written, progress has been made. However, we recognize that gaps are still evident and require a coordinated approach.



Figure 1: Six Areas Influencing Access. Adapted from "Five Areas Influencing Access" in *Improving Access to Health Services for Yukon First Nations; Executive Summary*. (2010). Council of Yukon First Nations.

Good working relationships with federal and territorial governments and service providers are essential. Over the past five years, relationships in areas such as child welfare have improved; however, more needs to be done. Perhaps most challenging is the "dual system of insured

versus non-insured health benefits” (CYFN, 2010, p. 6) which was added as the sixth area to Figure 1. Although joint policy review of the Non Insured Health Benefits (NIHB) Program is underway, we must continue to advocate for change.

Medical, Health and Social Services need to be consistent with traditional ways of being and doing. The way these services are provided and received impact health and well-being. Cultural competence refers to a practitioner’s awareness and attitudes when providing care; cultural safety refers to the extent to which that care is perceived to be free of bias, discrimination, power imbalance, or reminiscent of previous trauma (Dick, et al., n.d.).

Community ownership and delivery improves the cultural relevance of health and medical services. Community ownership means having the capacity and resources to care for members at home and in the community. Elders may need special care, people living with disabilities may need housing, or individuals returning from treatment or an extended time away may need assistance. Community ownership also implies a case management or team approach where staff, health care providers and other professionals collaborate to ensure that care and services are centred on individuals and families rather than driven by policies or programs.

Effective *Medical, Health and Social Services* are evident when:

- Working relationships with other levels of government and service providers are effective allowing people access to the right services, as close to home as possible, and in a timely manner. Roles and responsibilities are clear.
- Either on their own or with support from Navigators, people understand how to access services and care through the system.
- Appointments are planned and coordinated across the required services for people traveling into Whitehorse.
- Service providers demonstrate cultural competence, and individuals feel safe, respected and not discriminated against due to cultural differences.
- We are able to look after our own citizens without compromising the health, safety or well-being of our staff and/or community members.
- People living with disabilities have access to appropriate, and if needed, assisted housing.
- Community strategies, programs and resources are in place providing aftercare services and support within a community.
- Systems are in place to care for Elders in the community even when Elders do not have close family members or when family members are unable to provide the level of care needed. Care may involve monitoring medications, palliative care, or special services like foot care.
- There is mental health programming in the community.
- There is good support, resources and programming across services and within the community for FASD.

Theme: Mental Health and Well-Being

Mental Health and Well-Being is an essential theme for health and wellness, for individuals, families and communities. As one of the four essential elements of personal health and wellness, we need to build a circle of care for those with chronic mental health issues. Strong relationships, prevention programs and increased awareness will help reduce stigma and improve healing for those experiencing poor mental health.

We need help to address the scope of issues associated with mental health; issues such as substance abuse, lateral violence, suicide, etc. These issues affect each and every one of us. Our wellness depends on our ability to affect positive change through innovative planning that provides timely, accessible, and culturally-relevant care and services.

Aftercare is a key component of continuing care, involving all care providers and empowering self-responsibility (Assembly of First Nations, 2015, p. 14). Once the need for treatment has passed, aftercare must provide a supportive structure within communities and across services in order to make the healing journey of individuals and families, and integration back to a positive community life, easier. Supports related to housing, education or training, employment, child care, and parenting contribute to effective aftercare.

Addressing addictions is a priority, not only for the person living with the addiction, but for our families, front-line workers and communities. Our goal is to close the gaps around the lack of mental health resources in the communities and ensure aftercare programs are available.

Our *Mental Health and Well-Being* will be affected by actions we take in other themes. As we improve our overall mental health and well-being, we will begin to notice that:

- We are accountable for our actions to ourselves, our families and our communities. We reach out to help one another demonstrating a sense of personal and community responsibility.
- Individuals, families and communities access mental health resources and services.
- Implementation of a comprehensive mental wellness plan, in partnership with government, includes strategies for suicide prevention and addresses alcohol and drug abuse.
- Community staff and members are trained in Mental Health First Aid. We have a coordinated system of response for emergencies in each community.
- In our families, our communities and our Nations, we talk openly about trauma, substance abuse and mental health. The visible stigma associated with mental health is less evident.
- Individuals who return home after treatment receive support. Staff or support workers check on them daily, help them get to work, and are there through this time of transition.
- Families and communities encourage healthy pregnancies reducing the incidence of FASD.
- Lateral violence is not tolerated. Strategies for preventing and addressing lateral violence are in place.

Theme: Supporting Yukon First Nations Staff

Supporting our health and social staff is an investment in the wellness of our communities. Staff who are supported have the skills and confidence to do their jobs well. Supporting *Yukon First Nations Staff* means we take stock of the uniqueness of each position and each person and then identify strategies that create the environment where each staff can do what they do well and improve their abilities in other areas.

Supporting *Yukon First Nations Staff* is about caring for their physical, mental, emotional and spiritual well-being. Staff who feel supported, and who have time to care for themselves, have a much greater capacity to care for and provide services to community members.

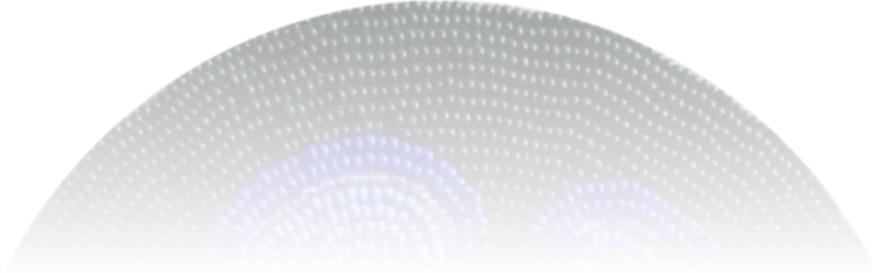
A supportive environment for *Yukon First Nations Health and Social Staff* is one where:

- The good work of staff is recognized and celebrated.
- Leadership openly recognizes wellness as a foundation for strong and vibrant communities. Leaders are role models of individual and family health and well-being.
- Job descriptions and expectations for staff positions are clear and manageable.
- Opportunities for staff to network, collaborate and learn from/with staff from other Yukon First Nations are enabled.
- Opportunities to strengthen knowledge and skills through training are balanced with other expectations related to work, community and family.
- It is understood that staff who are also community members have an additional load when coping with community trauma.
- Time and resources are set aside for staff debriefing and self-care. Personal capacity is as important as professional capacity.



Photo: C. Sparks

Beading: C. Scherman



PUTTING THE FRAMEWORK INTO ACTION

This section explores opportunities for putting the Framework into action. It builds on the description of each theme developed in the last section. By identifying the changes that characterize a progression in each theme, we begin to understand what change might look like. Putting the Wellness Framework into action means identifying actions that could contribute to the changes we want to see.

Bringing about desired changes in our lives and communities happens when we take action and either do things that we have not done before or do things we are already doing better. The actions we choose may be something:

- We are doing well and need to continue to do;
- We would like to improve and do better;
- We would like to start doing and haven't done before; or
- We think we should stop doing because it doesn't seem to be working.

Throughout this section, we explore opportunities for action associated with each theme. These opportunities for action emerged through conversations with communities, staff, Commission members, and from a review of relevant reports.

When reading through this section, you may find actions that resonate more strongly with some communities than others. Although many actions have the potential to impact wellness for all Yukon First Nation people, the Framework does not presume that all actions are relevant to all communities.

When and how an action is selected for implementation will depend on who is implementing it, as well as the group, community or region where it seems meaningful and relevant.

As you read through this section, start to consider the actions that may be most relevant to your community. Start a list; record not only actions that are listed, but note other actions that could also support your community's wellness journey.

For communities who have not yet had the opportunity to create a wellness plan or strategy, suggestions on how to approach the development of one are included in the following section.



Photo: C. Sparks



Photo: H. Stappers

Opportunities for Action: Traditional Ways of Being and Doing

- Use the Wellness Framework to strengthen community and leadership support for wellness and for the broad scope of activities and resources needed to foster individual and community wellness.
- Advocate for funding to support year-round On-the-Land healing and programming that is culturally-responsive and is not based on a medical/clinical program model.
- Share and celebrate our stories of wellness.
- Encourage conversations that strengthen relationships and foster unity among families, communities and Yukon First Nations.
- Demonstrate traditional ways of being by involving Elders more, and by using language and culture to re-build family structure.
- Identify strategies to encourage greater use of First Nations language. Explore the possibility of “language nests” where young children learn language from pre-school staff and Elders, and parents participate.
- Promote the integration of Yukon First Nations traditions with Yukon First Nations governance. Integrate culturally-based approaches into policies, plans and program services.
- Encourage a gathering or conference on Yukon First Nations traditional medicine.
- Continue to support and encourage participation in cultural events and food sharing.



Photo: H. Stappers

Opportunities for Action: Place, Purpose and Belonging

- Develop and implement strategies for healthy early childhood development.
- Implement a model or strategies to establish daycare policies, practices and programs grounded in culture, traditions and language. Offer Aboriginal Headstart programming in all community daycares.
- Create opportunities for parents and grandparents to develop traditional parenting skills.
- Provide activities that build capacity among community members for healthy, caring and respectful relationships and the ability to care for each other.
- Strengthen children's connections with family, community and their culture. Continue to implement strategies to ensure children remain in their families. Reduce the number of children in care, and connect with the community's children living outside in care.
- Provide opportunities for all community members to develop traditional knowledge and skills as well as life skills and personal development skills.
- Explore with the school how to engage children and youth to ensure positive learning experiences.
- Develop high school programming that incorporates individualized and culturally-responsive pathways towards graduation. For example, credits may be earned for participation in traditional activities (e.g. First Hunt).
 - Continue to support Yukon First Nations to pass acts related to First Nation Education.
 - Offer activities that motivate and inspire youth and young adults to make healthy decisions related to lifestyle and career (e.g. career planning, job fairs, role models, work or job shadow experience, etc.).
 - Coordinate learning opportunities for adults. Develop capacity and lifeskills for self-care (e.g. fitness, healthy eating, stress management, mental health, etc.) and for employment (e.g. small mechanics courses, esthetics).
 - Implement Work Opportunities Programs that help participants develop work skills, life skills and job experience through a work placement. Extend these initiatives over a year or longer to sustain workforce experiences and habits.
 - Expand human resource capacity in health through training, job shadowing, mentoring.
 - Maximize employment of First Nation citizens. Establish a strategy to build the capacity needed. (Refer to the Yukon First Nations' Capacity Assessment, March 2013).



Photo: M. Prawdzik

Opportunities for Action: Healthy Living, Promotion and Prevention

- Begin health promotion at an earlier age. Extend activities to promote well-being over the lifespan.
- Increase alcohol and drug prevention activities with children and youth. Increase collaboration with FASSY to support these activities.
- Increase prevention efforts around substance use and addictions.
- Support on-the-Land activities for all community members.
- Promote walking as a traditional practice.
- Promote healthy lifestyles at community events (e.g. healthy foods at community suppers).
- Identify opportunities to support an initiative across several or all communities. For example, funding could be sought for building community greenhouses, or to hire a specialist who would provide training and workshops about soils and growing.
- Continue to support train-the-trainer opportunities where community members or staff are trained as facilitators and then deliver training in their own communities (e.g. DIY Diabetes Training).



Photo: H. Stappers

Opportunities for Action: Medical, Health and Social Services

- Continue to work on the Non-Insured Health Benefits (NIHB) program joint policy review to further influence policy change, and to create a better program and services for all NIHB clients.
 - Continue to educate federal government and national organizations about the uniqueness of relationships, policies and funding in Yukon.
 - Build relationships with Health Canada and Yukon Government Health and Social Services to better address health access issues.
 - Bring high level topics and issues to the Health Table (e.g. NIHB, concerns around legislation, access to services, policy change, etc.).
 - Determine how to collectively address some of the challenges communities currently experience related to FASD assessment, diagnosis and care.
 - Foster cultural competency of non-First Nation service providers through continued implementation of the Yukon First Nations Cultural Orientation and Protocols.
 - Take steps to ensure that principles of trauma-informed care are integrated into the design and delivery of programs and services.
 - Continue to gather information on community realities and needs through the Regional Health Survey (RHS) and the Regional Education, Employment and Early Childhood Development Survey (REEES).
- 
- Establish priority actions to improve services related to Home and Community Care and Palliative Care.
 - Establish stronger relationships with service providers. This may be accomplished in part by supporting effective Interagency Committee operations.
 - Facilitate access to alternative therapies (e.g. massage, Chinese medicines and acupuncture).
 - Address challenges related to medical transportation.
 - Encourage creative solutions to the fact that not all services will be available in every community for every individual situation.
 - Build team-based capacity for case management and client-centred care.

Photo: C. Sparks

Opportunities for Action: Mental Health and Well-Being

- Celebrate the healing that has occurred.
- Create a Mental Health Strategy, aligned with the Yukon First Nation Wellness Framework and the First Nations Wellness Continuum Framework, to address gaps from the Environmental Scan and Gap Analysis of Mental Wellness Programs and Services in Yukon for First Nations People conducted in 2015.
- Support a comprehensive Community Response Team initiative. Develop teams and provide training in each community. Select a variety of team members from across the community, not only from the Health and Social Department. Establish a structure to provide centralized coordination to access support from another community's team and establish procedures around expenses (accommodation, honorarium, etc.).
- Conduct research or an inquiry exploring opportunities for promising actions or initiatives that would feasibly support aftercare in communities. Learn from, and work with, Kwanlin Dun First Nation who is already providing aftercare support to four First Nations.
- Identify strategies for community members to assist with after-care programs. Help community members learn how they can help people who are living with addictions.
- Develop a comprehensive alcohol and drug strategy in cooperation with Yukon Government.
- Implement strategies, training or other resources to help educate about, manage, minimize, and prevent lateral violence.
- Consider developing and delivering a Mental Health Diploma Program through Yukon College similar to the one available through Arctic College, Nunavut.
- Seek ways in which support and services could be provided outside of the regular work hours of 9:00 AM to 5:00 PM.
- Advocate for adequate provision of services from an experienced alcohol and drug counsellor/worker.
- Continue to offer Indian Residential School healing support and programming for former students and intergenerational survivors.
- Identify educational strategies that may help to address the stigma associated with mental health.



Photo: H. Stappers

Opportunities for Action: Supporting Yukon First Nations Staff

- ❑ Assist and support Yukon First Nations Health and Social Departments develop strategies for employee self-care.
- ❑ Encourage organizational environments that foster self-care and encourage stress management in order to minimize burnout.
- ❑ Provide support or training so that Health and Social Departments build capacity to host regular weekly team/staff debriefings. Staff debriefing helps to counteract and minimize the effects of vicarious trauma.
- ❑ Coordinate opportunities for frontline health workers to network, share information and learn from one another through:
 - an annual Health and Social conference with one day set aside for staff in similar roles to network,
 - quarterly video or Telehealth calls, and/or
 - conferences (e.g. the annual Home Care Conference).
- ❑ Coordinate training opportunities among all Yukon First Nation Health and Social Departments. Coordinate training throughout the calendar year arranging the schedule so that training occurs at regular intervals throughout the year.
- ❑ Explore the possibility of a central hub or development of a 'resource navigator' in order to promote, share and use the resources and tools already developed.
- ❑ Build capacity in the area of Health Promotion through the development of resources and training for front line workers (e.g. DIY Diabetes Manual and Training).
- ❑ Review potential Employee Assistance Programs (EAPs) that could serve staff of all Yukon First Nations.
- ❑ Ensure staff receive training to improve knowledge and skills around grieving, hospice, intergenerational trauma, lateral violence, non-violent crisis intervention, career counselling, etc.
- ❑ Develop core competency models for common positions. Use these to develop orientation guidelines and training that Yukon First Nations can follow. Refer to the *Situational Analysis of Yukon First Nation Health and Social Department Workplace Realities* for more information.
- ❑ Continue workplace wellness promotion and programming.



Photo: H. Stappers

HEALTH AND SOCIAL DEVELOPMENT COMMISSION PRIORITIES

At Commission meetings, Health and Social / Wellness Directors share and discuss community health and wellness priorities. Strategies that offer the potential to have a significant impact on health and wellness outcomes may be implemented when time and resources permit.

During development of the Yukon First Nation Wellness Framework, the Commission identified the most pressing priorities and, of those, the ones which would most likely influence change with the resources available. Of the priorities described under each of the Wellness Framework's six themes, the Commission agreed on the following ones. From this list of priorities, the Commission will develop an action or work plan thereby providing guidance to CYFN's Health and Social Department.

Highest Priority

- Address mental health, addictions and substance abuse.
- Implement crisis intervention strategies (e.g. suicide prevention, Community Response Teams).
- Continue to advocate for better access to culturally-responsive medical and health services.
- Support approaches to aftercare that are working while exploring opportunities to implement these in all Yukon First Nation communities.
- Strengthen parenting skills.
- Provide opportunities that encourage networking among staff from all communities.
- Advocate for funding in support of culturally-responsive, On-the-Land programming—not programming based on a medical or clinical model.

Strong Priority

- Continue to support networking and collaboration through the Health and Social Development Commission.
- Identify and implement strategies to reduce and prevent lateral violence.
- Coordinate training among and across communities.
- Continue to improve the state of child welfare for Yukon First Nations.
- Explore program opportunities for pre-school aged children.



Photo: H. Stappers

COMMUNITY WELLNESS PLANS

This section of the Framework suggests process for developing a community wellness plan. When grounded in traditional ways of being and doing, a community wellness plan improves timely access to supports, identifies capacity and resource needs, and illustrates how other planning (e.g. economic, education) furthers the goals of community wellness (Assembly of First Nations, 2015, p. 40). As with all community planning, it is important to begin with community.

The Yukon First Nation Wellness Framework offers a broad and loose structure. In this way, it provides a starting point and guidance to communities who want to develop their own wellness plans. First Nation communities can also compare the direction of their current wellness plan to the Framework's six themes.

The First Nations Mental Wellness Framework Continuum offers the following suggestions for developing community wellness plans:

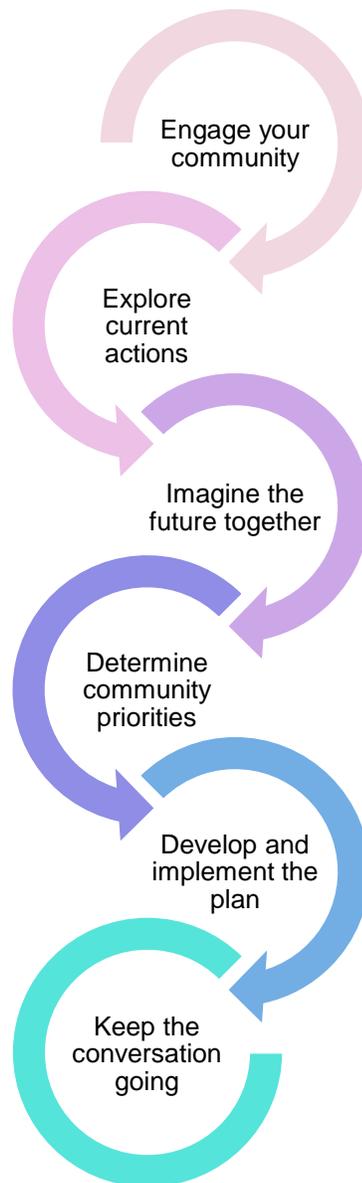
- Engage families and communities in creating your vision and plan;
- Integrate other community department planning (e.g. economic development plan);
- Ensure actions are based on a coordinated and collaborative approach;
- Encompass the continuum of care; and
- Consider services designed for community characteristics; in other words, be innovative (Assembly of First Nations, 2015, p. 41).

Before beginning your community planning process, it is suggested you review:

- The themes and opportunities for action described in the Wellness Framework.
- The actions recommended by the Regional Health Survey and included in Appendix A.
- The wellness indicators listed in Appendix B.
- Other community plans (e.g. economic development or education).

Develop a Community Wellness Plan

Several steps can help Yukon First Nation communities develop a simple wellness plan. These steps, shown on the next page, involve community from the beginning and build on the structure of the Yukon First Nation Wellness Framework.

Steps to Developing a Community Wellness Plan

1. Engage Your Community

Involve your community in conversations about wellness. If you have not yet initiated this discussion, take some time to begin.

- Host a community campfire and share stories and perspectives about wellness.

- Develop an art display so children and artists can share their ideas about wellness using pictures and other art forms.
- Host a community supper where paper tablecloths and coloured pens encourage people to write and draw their ideas about wellness.

When you are ready to move the conversation towards developing a community wellness plan, introduce the Wellness Framework at a community gathering. You may want to:

- Post 6 large flipcharts, one for each theme, with the name of the theme written across the top.
- Read the Framework's vision (pages 3-4) and explain that it was developed by the Health and Social Development Commission with community input.
- Share the Framework's guiding principles (page 9).
- Use the content on pages 10 to 17 to explain each theme briefly.

Provide opportunities for people to share their thoughts and reactions, or encourage them talk about the structure of the Framework before moving the conversation ahead.

2. Explore Current Actions

Ask community members to help identify the activities, programs, services or initiatives that currently promote and support individual and community wellness. For example, do you have a community greenhouse, a homecare program, or summer programs out on the Land? Do community members have access to pre and post-natal care or a hot lunch program? Are there opportunities to participate in a youth group or sewing circle?

It is important to take time to review what is already happening in your community. These activities are your community's strengths. There may be opportunities to improve upon how they are delivered or take place, but they are important supports for your community's health and well-being.

As your community shares ideas of what is currently working well, write these on the flipchart under the appropriate theme. At this time, try not to write down what is missing or not working, but focus on what is successful and in place.

3. Imagine the Future Together

After taking the time to explore strengths, refocus the conversation onto the future. In order to facilitate this discussion, you may want to:

- Post a second piece of flipchart paper beside each of the six flipcharts. Write the theme and “opportunities” on top to help people focus on positive actions.
- Introduce some examples of actions and opportunities shared by communities during the development of the Yukon First Nation Wellness Framework. These *Opportunities for Action* are listed on pages 21 to 26.
- Ask for ideas or suggestions using questions such as the following. Ask one question, write down responses, and then ask the second question.
 - *What are we currently doing that we could improve upon?* (Refer to the first flipchart.) For example, could we expand our greenhouse project and provide healthy food baskets to Elders during the summer and early fall?
 - *What are we not doing that we need to tackle or begin doing?* For example, could we begin a workplace wellness program so that working adults find time in their day for physical activity?

Your community conversations will result in a list of opportunities for action under each theme. These actions currently contribute to, or could support in the future, individual and community wellness. The list may seem rather overwhelming at this point. Explain to the community that they will have a chance to help prioritize the actions.

4. Determine Community Priorities

Determining community priorities involves making meaningful and realistic decisions. It is important to continue working with your community through this step. By helping develop the rationale for meaningful decision-making, people will feel ownership of the plan and will express their support.

When we make decisions, we may base them upon:

- Our hopes and dreams for the future,
- Our values,
- Our personal priorities based on our past experiences,
- The resources we have available (including time and money), and/or
- Our capacity or ability to implement any decisions we make.

Before making decisions about the goals and objectives of the community wellness plan, confirm your community’s vision, values and guiding principles.

Vision

Re-read the Yukon First Nation Wellness Framework vision. Ask:

- Does this sound like our community's vision?
- What key words and images sound most like us?

From this discussion, you should be able to craft a vision statement for your community. You may also want to use certain statements or words from the Framework.

Values

Throughout the discussions, have you heard people use words that suggest values? Values guide our attitudes and behaviours. For example, if we value respect, we usually act in manner that is consistent with being respectful towards others and the environment.

Point these out by underlining or highlighting words that appear to reflect values. Ask:

- What are the five or six most important values in our community?

Guiding Principles

Guiding Principles are touchstones or broad priorities upon which we base our decisions. By taking time to identify and confirm guiding principles for your community, you will have a reference point from which future decisions related to health and wellness can be made.

Explain to your community that it is impossible to do everything. What is possible is to come to a consensus about the future, and about the values and beliefs upon which the priority actions will be determined. Ask:

- Do the Framework's guiding principles (page 9) align with our community values and beliefs?
- If so, shall we adopt them for our community wellness plan?
- If not, upon what principles will we choose priorities and make decisions?

Once you have identified a draft vision, values and guiding principles, review these with your community before setting priorities.

Priorities

You may want to invite your community to help identify priority actions for their community wellness plan. A plan needs to be based on realistic objectives or actions. A plan with actions that are impossible to implement, or a plan with actions that are not the community's, can lead to frustration on the part of leadership, staff and community members.

Priority setting with community members can be tricky simply because you may not have the capacity or resources to implement the priorities identified. It is realistic to have a plan with some actions that may not be immediately deliverable. However, a plan where the majority of actions are unobtainable is not.

One way to avoid this dilemma is to involve the community in priority setting at a second meeting. At the first meeting, the community will have helped shape the vision, values and guiding principles. They will have identified current strengths and future opportunities.

In between meetings, it is suggested that you:

1. Prepare the vision, values and guiding principles in a presentable format.
2. Review the flipchart lists of actions and opportunities looking for viable options.

Viable options include things that:

- are already working well,
 - you are doing and know could be improved upon,
 - are within your mandate, and/or
 - have resources and capacity for implementation.
3. Prepare a list of viable options for each theme. Remove opportunities and actions that are not feasible. Combine several actions into one larger action. Include actions that may be priorities of leadership or the health and social department but were not identified by community. Re-write the list for each theme on a separate flipchart in preparation for the second community meeting.

Decision-Making

At the second meeting:

- Review the vision, values and guiding principles. Ask community members to keep these in mind when choosing priorities.
- Present the re-worked opportunities for action listed for each theme.
- Be honest with community members. Let them know that even if they indicate something as a priority, it may not be feasible to include it in the community wellness plan.
- Hand out the same number of stickers to each person. Ask them to place one or more stickers by the actions that are most important.

- When everyone has placed their stickers, ask them to consider if the emerging priorities reflect the vision, values and guiding principles. Encourage discussion until you have a good sense of what the priorities are.

5. Develop and Implement the Plan

With the ideas and insights gathered from the community and the Yukon First Nations Wellness Framework, you are ready to draft your community wellness plan. Two basic templates for a community wellness plan are provided in Appendix D. You may also choose to use a different format.

Your community wellness plan can align with the Yukon First Nations Wellness Framework. You may use the same vision, guiding principles and themes, or you may revise them. At a minimum, you will want to include the following components in your plan.

- Vision:** Modify the Framework's vision or write your own based on the draft you created with the community.
- Values:** Modify the Framework's values or write your own based on the draft created with community.
- Guiding Principles:** Use the Framework's guiding principles or write your own based on community conversations.
- Goals:** Craft your wellness goals based on what you heard from the community. You may choose to have one goal for each theme or less.
- Objectives:** Write the priorities for each theme or goal as an objective. Each objective should describe the priority or opportunity as an action. For example, "offer one set of traditional parenting classes each year." Try not to have more than four objectives per goal or theme, and no more than 10 to 15 for the whole plan. Any more than 15 will make implementation seem overwhelming.

Review the draft plan with leadership and staff before taking it back to the community. Make any final revisions before developing an implementation plan.

A template to help you create an implementation plan for your community wellness plan is included in Appendix E. The difference between a community wellness plan and an implementation plan is that the wellness plan is created by community whereas the department responsible for carrying out the wellness plan usually develops the implementation plan. The main purpose of an implementation plan is to identify how the objectives will be carried out.

6. Keep the Conversation Going

The Yukon First Nation Wellness Framework describes wellness as a vast landscape. It explains that conversations must continue in order to identify new pathways and opportunities.

Keep the conversation about wellness alive in your community. Encourage people to share stories and successes. Create a vision board or a giant poster of your plan.

When your efforts make a difference, or your programs are successful, write these down on the vision board or wellness plan poster. We know that it is easy to pay attention to what is not working rather than what is. Role model wellness by taking time to recognize and celebrate what is working well.



Photo: H. Stappers

Compare an Existing Community Wellness Plan

If your community already has a wellness plan, you may want to compare your plan to the Yukon First Nation Wellness Framework. A comparison will help you recognize:

- Where your plan aligns with the Framework,
- What your strengths are,
- Where you may be able to coordinate efforts with other communities, and
- Where there are opportunities or gaps that you may want to address in the future.

Use the template provided in Appendix F to record how your goals and objectives align to the six Wellness Framework themes. Alone, with staff, or with leadership, assess for each of the six themes:

- What is working well, and
- What you think could be done differently.

Use what you learn from this comparison for future planning.

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APPENDIX A: RECOMMENDATIONS FROM THE SECOND REGIONAL HEALTH SURVEY

Spirituality Recommendations (Chapter Three)

Spirituality

- Support people who are attempting to achieve spiritual balance
- Provide opportunities for people on a spiritual path to come together
- Educate teachers to assist with the promotion of culture and provide cultural protocols

Traditional Healing

- Support and strengthen traditional practices that are offered
- Encourage ceremonies to take place at key times in a person's life
- Establish a land-based healing centre run by First Nations
- Have a contact person in the First Nation Health and Social Department to provide guidance and support in the harvesting and use of traditional medicines
- Be aware of and respect protocols in harvesting medicinal plants

Cultural Teachings

- Provide support and training to family, extended family and teachers, given the essential role they play in teaching young people about traditional knowledge and culture
- Discuss with community members the ways that aunts and uncles can be encouraged to be more involved in teaching young people about their culture through participation in ceremonies and other activities
- Ensure that funding is available for camps to teach traditional parenting skills, and for camps that are relevant to different age groups
- Take steps to foster enthusiasm for cultural events in youth through mentorship and programs that target the particular needs and interests of youth
- Continue to support and encourage participation in cultural events and food sharing in First Nation communities

Language

- Continue to provide support to people who want to regain or strengthen their traditional language and knowledge of their culture
- Ensure that many age-appropriate opportunities for children and youth to learn their traditional language and culture are available in each First Nation community, and opportunities for adults to (re)learn traditions

Spiritual Progress

- Continue to provide support to people who have experienced spiritual loss including a loss of culture and First Nation identity; this support can be provided one-to-one, through cultural activities, or through other means
- Ensure that agencies such as CAIRS are adequately and sustainably funded to continue their work with Indian Residential School survivors, their families and communities
- Support land-based healing camps
- Ensure funding for ceremonies, cultural activities and traditional pursuits
- Celebrate the healing that has occurred

Emotional Well-Being Recommendations (Chapter Four)

Clan and Family

- Continue to do activities that foster an awareness of the importance of clan
- Continue to take steps to ensure that children can remain with their families rather than go into care
- Ensure that the same level of support is provided for children whether raised in their families or raised in care
- Ensure that there is a full time position dedicated to Child Welfare in the First Nations communities
- Ensure that there are comprehensive prevention programs, early interventions and a high value placed on the important role of culture in child welfare programs and healthy child development
- Ensure that grandparents who raise their grandchildren or other family members have access to financial aid

Intimate Relationships

- Take steps to ensure that youth are safe and well informed in regard to the risks associated with sexual behaviour

Feelings and Emotions

- Take further steps to educate people about lateral violence
- Show community members how to build supportive relationships through workshops and by example

Depression and Suicidal Experiences

- Ensure that culturally informed, holistic, and land-based preventive measures and services are in place to address individual and community mental wellness

- Build strong aftercare programs that include First Nations culture and traditions including ceremony in every community

Social Supports and Social Networks

- Continue to find formal and informal ways to support and provide respite for parents and other family members such as grandparents who do parenting
- Acknowledge the important role nurses might play in the lives of youth when planning preventative health programs, and ensure they are delivered with respect, are emotionally supportive, and culturally sensitive

Organizational Forms of Support

- Continue work to increase Yukon First Nations people's access to good quality health services by focusing on the most significant barriers; especially consider that respondents go to these services for emotional support
- Continue efforts to improve NIHB policies and First Nations government policies that have an impact upon community members' health
- Make certain that all persons, including people with disabilities, have their needs met for Home and Community Care services and Home Care
- Expand assisted living services for Elders
- Work on methods to better assess who needs Home and Community Care

Migration (transient movement)

- Ensure that transient patterns are tracked as needed

Respect and Racism

- Investigate racism issues further in subsequent studies as warranted
- Raise awareness about racism in Yukon

Mental Well-Being Recommendations (Chapter Five)

Residential School

- Ensure that there are adequate ongoing services for people who have attended residential school and their families
- Raise public awareness of the history of the Indian Residential School system
- Maintain programs that address the inter-generational effects of Indian Residential School in the Yukon

Formal Education and First Nation Language Learning

- Find the financial means for more Aboriginal Head Start Programs in Yukon First Nations communities
- Support efforts to implement positions which help Yukon First Nations students succeed such as Community Education Liaison Coordinator and Education Support Worker positions
- Support the implementation of the Action Plan outlined in the Yukon First Nations Languages Revitalization and Promotion Consultation Report (CYNF & FNPU, 2009)
- Encourage initiatives to provide flexible housing options for students
- Encourage student mentorship programs
- Support Early Childhood Education Programs and Aboriginal Head Start
- Financially support all “best start” efforts such as child care centres and day care centres
- Support learners through all the stages of transitions throughout their learning paths

Leisure Time

- Ensure that adequate funds are available in order to continue to provide a variety of First Nation oriented leisure time activities

Work/Employment

- Continue to encourage youth to pursue careers in the Health and Social fields and in the trades through ongoing funding for the Aboriginal Health Human Resources Initiative (AHHRI)

Physical Well-Being Recommendations (Chapter Six)

Physical Well-Being

- Continue to encourage action on cancer prevention, screening, and awareness priority items identified in Conversation on Cancer Part III (2009)
- Ensure there are funds and capacity to implement action items identified in Conversation on Cancer Part III (2009)
- Demand that water testing for radioactive contaminants be conducted and encourage testing for H. *Pylori* in all communities
- Seek ways to establish effective educational campaigns in the Yukon First Nation communities about the factors that cause weight gain and strategies to maintain a healthy weight, particularly in regard to the risks associated with childhood obesity
- Support smoking-related programs with a realistic “harm reduction approach” that acknowledge the stresses in people’s lives
- Form partnerships to ensure that drug and alcohol programs treatment programs in Yukon meet Yukon First Nations peoples’ interests and needs, are culturally relevant, and address inter-generational effects of Indian Residential School

APPENDIX B: WELLNESS INDICATORS

From the Yukon First Nation Mental Wellness Workbook (2010)

<http://cyfn.ca/wp-content/uploads/2013/09/MentalhealthworkbookVer1June2010.pdf>

COMMUNITY WELLNESS INDICATORS can help you to identify community strengths, the areas you would like to improve, and/or the outcomes you want to achieve.

Social

- ___ Safety in community
- ___ Community gatherings and events without alcohol
- ___ Families coming together and doing things together
- ___ When the drinking stops

Economic

- ___ Levels of employment
- ___ Kinds of employment (*full time vs. seasonal*)
- ___ Access to appropriate and affordable housing
- ___ State of home and yard
- ___ State of dogs (*how do the dogs look*)
- ___ Level of education and training
- ___ Resources for promoting wellness

Political

- ___ Leaders practicing tradition and culture
- ___ People advocating for themselves and family
- ___ Safety
- ___ Awareness of root causes of mental health conditions
- ___ A clear process to lead with mental health issues
- ___ Proactive action on wellness

Cultural

- ___ Ceremony and ritual
- ___ Practice of traditions
- ___ Dance/art
- ___ Hunting/fishing/gathering practices

FAMILY WELLNESS INDICATORS can help you to identify the strengths of individuals and families in your community as well as the outcomes you want to achieve through wellness programming.

Children

- ___ Appearing and sounding happy
- ___ Playing well with other children
- ___ Kindergarten ready (*able to sit and listen, play with other children*)
- ___ Absence of anxiety, feeling good about themselves
- ___ Child-centered family activities
- ___ Safety
- ___ Consistency of routine (*daily activities, sleep*)
- ___ Good nutrition
- ___ Traditional practices

Youth

- ___ Safety
- ___ Confidence
- ___ Active lifestyle (*diet, exercise*)
- ___ Individual measures of success
- ___ Basic needs being met
- ___ Friends
- ___ Participating in traditional and cultural practices
- ___ Knowledge of cultural heritage

Adults

- ___ Balanced health (*social, emotional, physical and spiritual*)
- ___ Ability to move through a crisis
- ___ Active lifestyle
- ___ Being independent as far as a disability allows
- ___ Finding personal strengths and gifts
- ___ Stability
- ___ Safety
- ___ Positive outlook
- ___ Supportive of other family members

Elders

- ___ Safety
- ___ Socializing (*visiting*)
- ___ Telling their stories
- ___ Healthy active lifestyle
- ___ Traditional and cultural practices
- ___ Speaking traditional language

APPENDIX C: PRIORITY SETTING EXERCISES

Health & Social Directors Commission Meeting on June 11, 2014

	<i>Community Priorities</i>	<i>Collective Priorities</i>	<i>Combined</i>
NIHB –access to services –legislation –relationship building –policy change	11	10	21
Mental Health and Addictions and after-care	15	5	20
Home and Community Care, Palliative Care	13	4	17
Child (Welfare) and Family Support/Liaison	7	3	10
Gap Analysis for Mental Health Services –completing an all partner strategy and implementation plan	1	8	9
Traditional Medicine	7	2	9
Residential School –support programs	5	3	8
Health	6	2	8
Language and Literacy – more Elder involvement	3	4	7
Working on relationships	4	3	7
Youth/Children’s Programs	7	0	7
Education on Yukon First Nation realities and approaches	1	5	6
Capacity Development –financial –infrastructure – health human resources capacity building supported by leadership and government	2	4	6
Food Security – gaps in cultural aspects of hunting, fishing and gathering and Elder engagement	3	3	6
Support Programs	3	3	6
(Domestic) Violence and Abuse	4	2	6
Health Promotion – resources and education for staff	5	1	6
Housing	5	1	6
Data Protection	1	3	4
Priorities taken to Health Table	1	3	4
Mental Health First Aid	2	2	4
Employment	3	1	4
Cancer	4	0	4
FASD – support, resources and programming	3	0	3

Community Priorities shared at the Commission Meeting on February 25, 2015

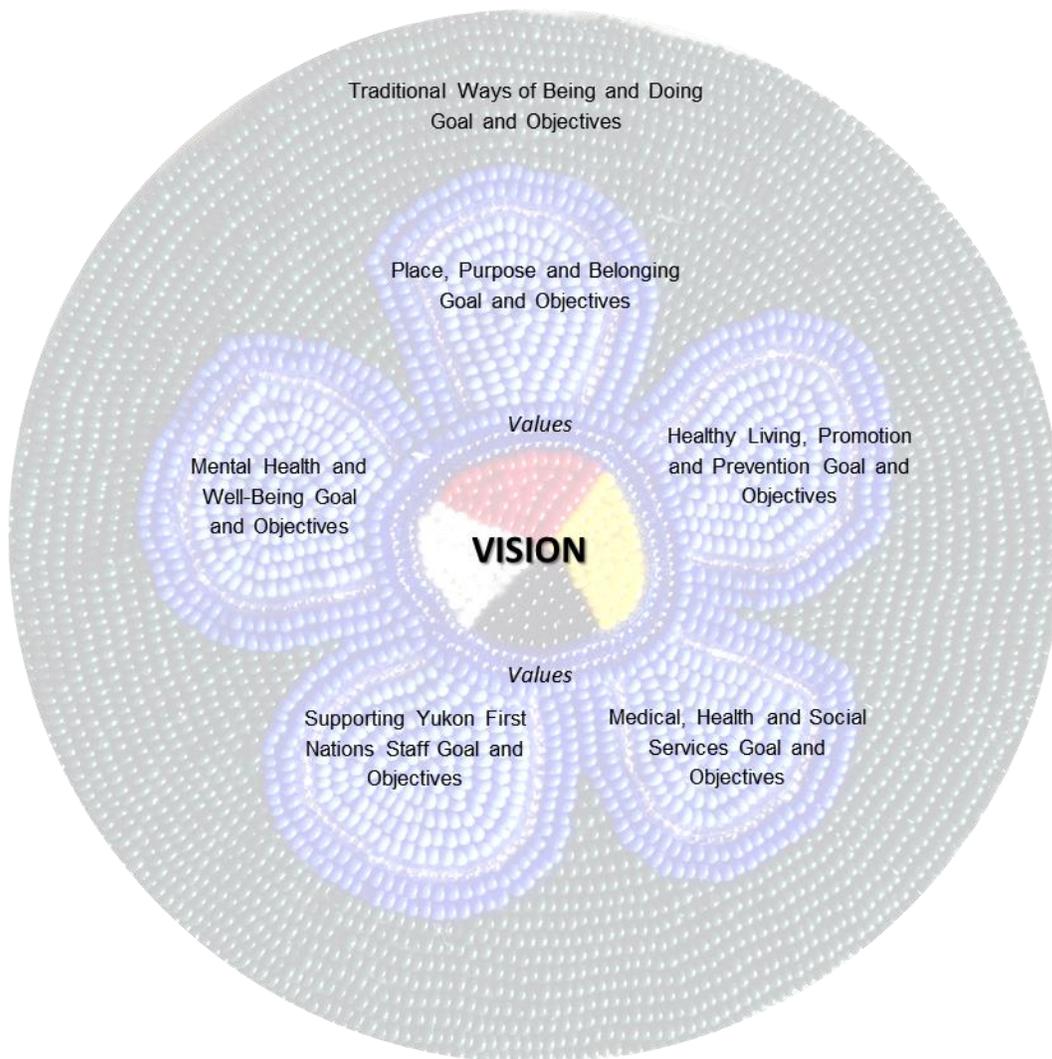
<p>High Impact on Wellness with reasonable requirement for time and resources (A)</p> <ul style="list-style-type: none"> • On-the land: encouraging and doing (4) • Staff networking (4) • Continue the Commission (2) • Aftercare (3) • Parenting skills and support (4) • Coordination of training (2) • Care of children • Support for families with small children (daycare) • Advocacy on wellness issues (2) • Lateral violence (2) • Awareness and training to engage leadership • Supporting staff 	<p>High Impact on Wellness with significant requirement for time and resources (C)</p> <ul style="list-style-type: none"> • advocate for better services and access • care for children (5) • lateral violence (2) • on-the-land healing and learning (2) • crisis intervention • addictions services • suicide prevention • networking for staff and Commission members • Aboriginal Headstart (2) • Policy Development • Coordination of training • Community Response Teams • Parenting skills • FASD assessment (2) and address blame, labelling • Understanding aftercare • Alcohol and Drug Strategy with Yukon Government
<ul style="list-style-type: none"> • coordination of training (3) • FASD assessment • advocate for better services and access (3) • mentoring of staff • understanding aftercare • parenting • Community Response Teams <p>Moderate Impact on Wellness with reasonable requirement for time and resources (B)</p>	<ul style="list-style-type: none"> • FASD assessment (2) • Community response teams (2) • Access to health services (therapies) • Coordination of training across First Nations • On-the-land programming • Networking • aftercare <p>Moderate Impact on Wellness with significant requirement for time and resources (D)</p>

APPENDIX D: WELLNESS PLAN TEMPLATES

Community

GUIDING PRINCIPLES

List here



Community's Name		
Our Vision		
Our Values		
Our Guiding Principles		
* * *		
Our Goals and Objectives		
Traditional Ways of Being and Doing Goal:	Place, Purpose and Belonging Goal:	Healthy Living, Promotion and Prevention Goal:
Objectives: * * *	Objectives: * * *	Objectives: * * *
Medical, Health and Social Services Goal:	Mental Health and Well-Being Goal:	Supporting Yukon First Nations Staff Goal:
Objectives: * * *	Objectives: * * *	Objectives: * * *

APPENDIX E: WORK PLAN TEMPLATE

Resources Required						
Timeframe						
Responsibility						
Expected Results and Indicators						
Priority (1, 2, or 3)						
Objective (Action)						
Goal (Theme)						

APPENDIX F: TRACKING TEMPLATE

Use this template to track your progress or to compare your community wellness plan to the Yukon First Nation Wellness Framework.

- If you have an existing plan, write down your goals and objectives under them themes where they best fit.
- If you created a plan using the Framework for guidance, enter the goal and objectives for each theme.

With your staff, for each goal and objectives, assess:

- What is working well, and
- What you think you could do differently?

Use the results to adjust your wellness plan and/or your implementation plan.

Traditional Ways of Being and Doing	Place, Purpose and Belonging	Healthy Living, Promotion and Prevention
Goal & Objectives:	Goal & Objectives:	Goal & Objectives:
What is working well?		
What might we need to do differently?		

Medical, Health and Social Services	Mental Health and Well-Being	Supporting Yukon First Nations Staff
Goal & Objectives:	Goal & Objectives:	Goal & Objectives:
What is working well?		
What might we need to do differently?		

