

Montreal  
Indigenous  
Community



NET  
WORK

2023-2024

# Annual Report



Heart of the community:

Listen  
Connect  
Support



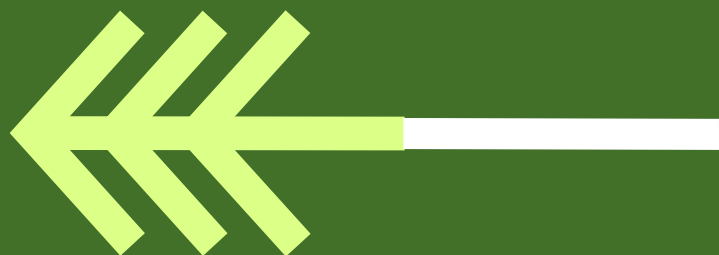
# TABLE OF CONTENT

- 03** Opening by the President
- 04** Opening by the Executive Director
- 05** About the NETWORK
- 07** Our Team
- 09** Our Board

## YEAR IN REVIEW

- 10** **Gathering Those Who Directly Serve Community Members**
  - Our Committees
  - Consensus-Based Decision-Making Circles
- 16** **Alleviating the Burden**
  - Community Projects
  - Mental Health Program
  - Sustaining Essential Initiatives
- 21** **Empowering Indigenous Leadership**
  - Urban Governance
  - Youth Leadership and the STRATEGY
  - Indigenous Winter Market
  - Strengthening Families
- 24** **Transferring Knowledge**
  - Launching New Data on Homelessness
  - Communications
  - Community Presence
  - Awareness
- 29** **Funding**
  - Donations
  - Financial partners

# OPENING BY THE PRESIDENT



There is a grand moment of anticipation, of rhythm that comes from within us, as the drumsticks are raised over the big drum. Our breath leaves our body and our minds travel to that marvellous place that cannot be adequately described. The momentum is steady, the singers unite as the beat plays on. Our NETWORK has taken our breath away. This past year has been a journey of discovery and accomplishments. The staff has persisted in keeping the momentum upbeat as they welcome new voices. Community grows as our neighbours become allies and collaborators. Building relationships with new partners proves that as we all sit together, listening and feeling the heartbeat of the big drum, we can work together.

I do not speak alone, and so along with the board members, we take this opportunity to recognize and congratulate such accomplishments. In December, we welcomed with great joy and honour our new Executive Director, Leilani Shaw. We commend her exceptional leadership skills and abilities to hold space for all staff, all the while overseeing the NETWORK's development. Niawenhkó:wa Leilani for your strong voice around the drum. We welcome Cynthia Ménard, Administrative Coordinator, her support at the base of the drum is instrumental in maintaining our foundation. To all the staff, with your individual flair, you stood tall as you ventured out, inviting others to join the circle. Our community grows stronger when spoken words are turned into immense actions. The beat continues to grow louder.

Exceptional projects have taken flight; Health Navigators have been hired and trained. Their assistance in addressing the complications of the colonized system is instrumental in healing our singers. They will be heard and will dance as free as

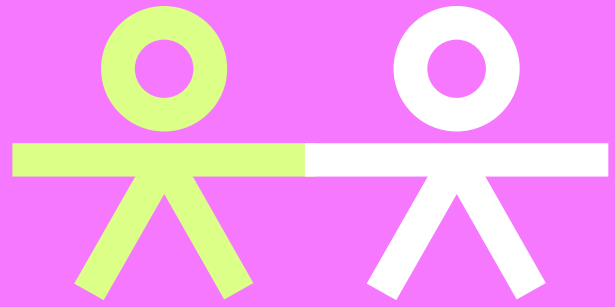
the sweet grass. In June, many nations gathered in celebration with Kahnawà:ke for their first official Pride parade. The NETWORK joined, walking side by side to show support to our 2SLGBTQIA+ relatives. Funders, and governments played an important role, as their members were invited to sit with us at the drum, listening as our voices became thunderous. What great strides we can take when we learn to sing the same song. The drum beat continues as it lifts and brings us together.

In the final moments, we reach that note that takes our breath away. April marked the launch of the From Our Eyes To Yours report. The launch brought together unhoused community members, stakeholders, frontline workers, directors, and politicians. Projects were formally announced and applauded. Special recognition and credit to Bobby Manning-Leduc as lead author of the report and organizer of the event. Thank you to all the team players as you support each other, we congratulate and thank you. You are all truly accomplished in all that you do.

Niá:wen to the board of directors for their continued support and input. We say goodbye to Gail, Kahawihson and Morning Star, wishing them well in their future endeavours and look forward to welcoming new members. The drummers and singers slow the beat, the final bang on the big drum echoes within us. The vibrations flow outward from our hearts as we continue to come together to listen, connect and support.

**In all my relations,  
Tealey Ka'senni:saks**

# OPENING BY THE DIRECTOR



**Dear Members of the Montreal Indigenous Community NETWORK,**

It is an honour to work alongside such dedicated and passionate staff at the NETWORK. Over the past six years, I have had the privilege of witnessing a beautiful transformation not only within the NETWORK but also across the community sector as a whole. Our voices are being heard, our realities are being acknowledged, and our needs are continuously understood.

We persist in rallying behind our Indigenous and Indigenous-serving partners to ensure better services for our community members. Stepping into the role of Executive Director was an enormous next step, but the trust from our Board of Directors and the unwavering support from our team made the transition possible. Projects we launched years ago are finally yielding the impactful results we had dreamed of.

I would like to acknowledge my wonderful Deputy Executive Director, Amanda, for taking on this challenge with me. Together, we have overseen some remarkable projects and enhanced our support for our team members.

Our team leads, Véro (HR), Raul (Finances), Katia (Communications), and Nicole (Community Projects), have been instrumental in driving our success.

A special recognition goes to our young Indigenous staff—Johnny, Dahlie, Kortanie, and Bobby— and their mentors, Katia and Nicole, for ensuring their growth and success. I have had the privilege of watching them blossom into

the young professionals they are today. I also want to congratulate our Mental Health Program Coordinator, Romain, on transitioning from a contract worker to a full-time employee, thereby enhancing our support for community workers.

We warmly welcome our new team members, Cynthia and Stephen, who have been wonderful additions, stepping into their roles with grace and allowing us to expand our work.

To our contractors, Tara and Elizabeth, I thank you for the immense support you bring to our team. The expertise you bring to the table helps us accomplish our mission.

Additionally, I would like to congratulate our outgoing staff members, Alexandre and Sarah, for their contributions over the past years. We wish you well on your next journey.

A profound gratitude goes out to our Board of Directors. Our success and our ability to support our partners have been directly impacted by your time and dedication.

To our outgoing board members, Kahawihson, Morning-Star, and Gail, your leadership over the past two years has been incredibly valuable.

Niawenhkó:wa, and I wish you all the best in your future endeavors.

**Warm regards,**  
**Leilani Shaw**

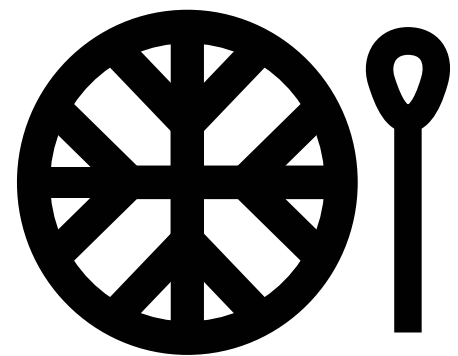


# ABOUT THE NETWORK

## OUR VISION

The Montreal Indigenous Community NETWORK (The NETWORK) envisions an urban setting where the well-being and growth of urban First Nations, Inuit, and Métis communities throughout Tiohtià:ke/Montreal are led by Indigenous communities. The NETWORK contributes to establishing and fostering an environment centered on relationship-building and community connections that ensure safe and abundant access to culturally relevant information, services, and resources. We are working towards an urban setting which honours, respects and celebrates the diversity of Indigenous knowledge, cultures and innovation.

**Heart of the community:**  
Listen, Connect, Support



## OUR VALUES



### INDIGENOUS-LED

Led and created by and for urban Indigenous communities



### COMMUNITY-ORIENTED

Priorities and solutions identified and developed by the community



### STRATEGIC PARTNERSHIPS

Building and nurturing relationships between the community sector and strong allies

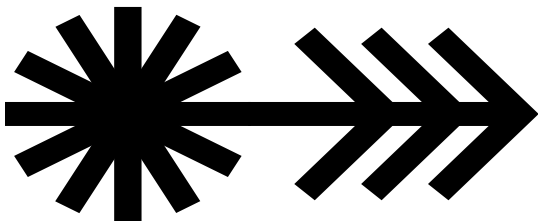


### COLLECTIVE HEARTBEAT

Working together for the betterment and empowerment of Indigenous communities

## OUR MISSION

As an umbrella organization, the NETWORK is in a unique position to connect various segments of urban Indigenous communities by supporting Indigenous and Indigenous-serving organizations working directly with community members in and around Tiohtià:ke/Montreal.



## OUR PARTNERS

**To better serve the urban Indigenous communities, we work in collaboration with our partners:**

Projets Autochtones du Québec, The Native Friendship Centre of Montreal, The Indigenous Support Workers Project, The Southern Quebec Inuit Association, The First People's Justice Centre of Montreal, Native Montreal, Résilience Montréal, Quebec Native Women, the Indigenous Health Centre of Tiohtià:ke, Quavvivik, Mitsuap, Rising Sun Daycare, Tasiutiguit, Médecins du Monde, Plein Milieu, The Women's Center of Montreal, The Open Door Montreal, and Chez Doris.

### 1. Gathering those who directly serve community members

We ensure the safety, belonging and well-being of urban Indigenous community members by facilitating collaborative spaces for frontline community organizations to share information, identify gaps in services, determine priorities and develop long-term, sustainable solutions as a collective. We invite non-Indigenous guests to listen to the needs and solutions developed by community organizations in order to strengthen strategic, action-based partnerships that will directly benefit Indigenous community members.

### 2. Alleviating the burden

We influence the allocation of public funding and take on administrative tasks such as funding distribution through community consensus-based decision-making circles. We communicate with public officials to alleviate the bureaucratic burden placed on the Indigenous community sector that directly serves community members.

### 3. Empowering Indigenous leadership

We provide capacity-building opportunities for community workers, organizers, and existing leaders to develop and refine their leadership skills and practices. With a special eye on the future, we amplify Indigenous youth voices and generate empowerment opportunities through mentorship, skill and confidence-building activities and gatherings designed to promote a sense of belonging and cultural resurgence in urban Tiohtià:ke/Montreal.

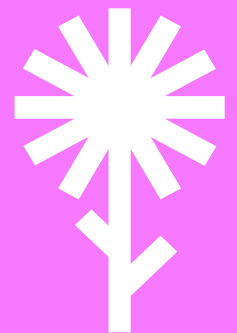
### 4. Transferring knowledge

We transfer knowledge to the general public through advocacy and awareness-building by collaborating with strategic partners, developing educational tools, publishing NETWORK-initiated research reports, and providing workshops for people working toward meaningful allyship.



## Our team

The NETWORK team is a multidisciplinary group composed of both Indigenous experts and non-Indigenous allies. The diversity of our knowledge and experience is a substantial strength in achieving a common goal: improving the well-being of First Nations, Inuit and Métis communities in Tiohtià:ke.



### Our team members in 2023-2024:

#### **Leilani Shaw**

Executive Director

#### **Amanda Moniz**

Deputy Executive Director

#### **Alexandre Huard-Joncas**

Community Project Manager

#### **Bobby Manning-Leduc**

Events Coordinator

#### **Cynthia Ménard**

Administrative Coordinator

#### **Dahlie Gagné**

Community Relationships Coordinator

#### **Elizabeth Fast**

Research Consultant

#### **Johnny Boivin**

Communications Coordinator

#### **Katia McEvoy**

Communications and Advocacy Lead

#### **Kortanie Raye**

Community Partnerships Coordinator

#### **Nicole Fornelli**

Community Projects Team Lead

#### **Raul Piñeros**

Finance Manager

#### **Romain Jean-Jacques**

Mental Health Program Coordinator

#### **Sarah Charlebois**

Administrative Coordinator

#### **Stephen Agluvak Puskas**

Research Coordinator

#### **Tara Westbrook**

IT Assistant

#### **Véro Marengère**

Human Resources Manager

## Under new Leadership

In December 2023, the NETWORK officially announced its new leadership composed of Leilani Shaw, as Executive Director, and Amanda Moniz as Deputy Executive Director.

Leilani is Kanien'kehá:ka from Kahnawà:ke and Northern Paiute from Nevada. She started working with the NETWORK in 2018 as the Communications Lead, where she drove major projects including: the 2018 Strategic Directions and the Indigenous Ally Toolkit. She was then promoted to Deputy Executive Director, where was responsible for supervising the implementation of several key projects in regard to homelessness, basic needs, and systemic changes in the health sector. Leilani now oversees all NETWORK activities, and in this

role, she is guiding the team and partners with great leadership, transparency and deliberation.

Amanda is of Italian and Portuguese ancestry. After practising as a criminal defence attorney, she turned to the community sector where she began working for the NETWORK as a Public Systems' Researcher. Later promoted as Director of Communications and Advocacy, she coordinated many multi-year projects, notably the STRATEGY for Safety, Well-Being, and Belonging, the Smart Cities project, and the Decolonial Toolbox. In her new role, she was brought to assist the Executive Director in overseeing projects, managing the organization's operations, and implementing decisions related to strategic planning.



## New Recruits Join the Team

The NETWORK team is now further strengthened by the arrival of three new employees ! Cynthia Ménard, Mi'kmaq of Gesgapegiag, is the new Administrative Coordinator, assisting the Executive Director with administrative tasks and maintaining good relations with our Board of Directors. Tara Westbrook, Cherokee with Patawomeck heritage, becomes the NETWORK's first I.T. Assistant, helping our team develop policies and procedures for safe and efficient use of information technologies. Stephen Agluvak Puskas, from Yellowknife and descending from a Kivalliqmiut family from Rankin Inlet and Whale Cove, Nunavut, is the

new Research Coordinator. In this role, he is taking leadership on major NETWORK research projects, notably the STRATEGY for Safety, Well-being, and Belonging, and the Urban Governance project.

To better support their arrival, the NETWORK team developed an onboarding policy and process that aims to inform new hires in understanding the organization's mandate, history and collaborations. This work was also undertaken with the objectives of enhancing corporate memory, interdepartmental collaboration, and staff retention.



# Our Board

Since its incorporation, the NETWORK has maintained a 100% Indigenous Board of Directors. Indigenous governance is fundamental to the vitality of the NETWORK and the community.

## Our board members in 2023-2024:

**Tealey Ka'senni:saks Normandin - President**  
Kanien'kehà:ka from Kahnawà:ke

**Gail Chamberlain - Vice-President**  
Anishnaabe from Wikwemikong

**Clara Halliday - Treasurer**  
Treaty 5, Tataskweyak Cree Nation

**Kahawíhson Autumn Horne - Secretary**  
Kanien'kehà:ka from Kahnawà:ke

**Morning Star Fayard - Administrator**  
Cree Nation of Mistissini, James Bay

**Sacagawea Croxen - Administrator**  
Mi'kmaq from Nova Scotia

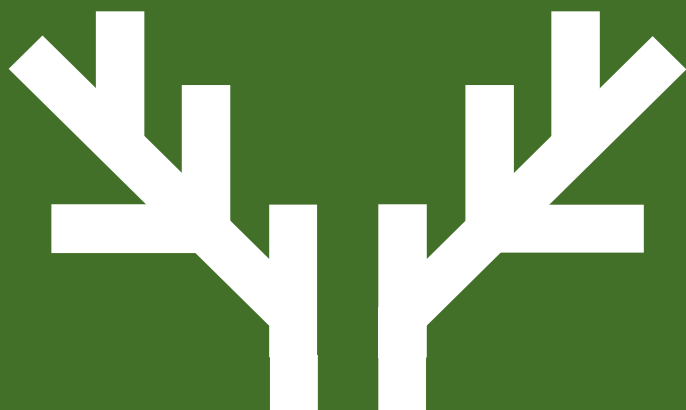
**Andrea McDonald - Administrator**  
Anishnaabe from Opwaaganasiniing,  
Red Rock Indian Band



## Commitment and Accountability

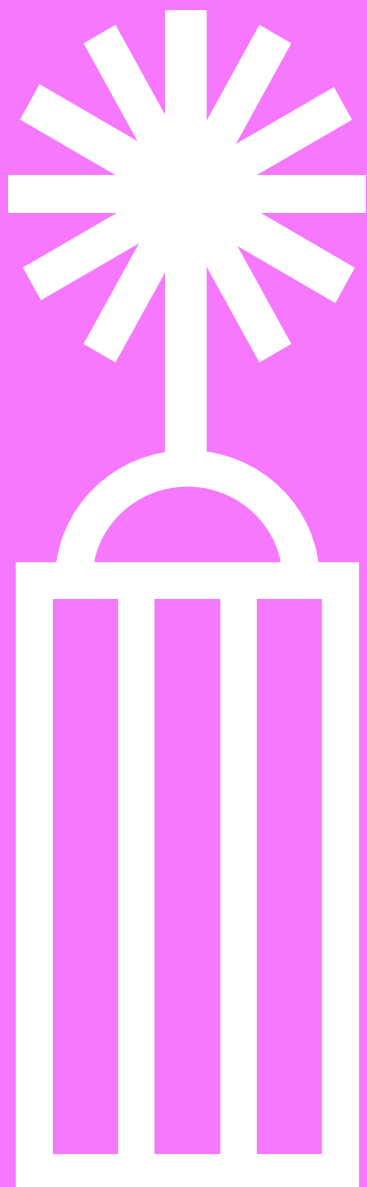
The Board members of the NETWORK are individuals who have experience or a keen interest in the Indigenous community sector. They have a personal commitment to social justice and decolonization. They are concerned with healthy work environments, sustainable organizational practices and the development of Indigenous expertise in the community sector.

The role of the Board is to maintain the vision and integrity of the NETWORK, as well as act in the best interest of the organization, its partners and members. The Board of Directors manages the Executive Director, oversees the general affairs of the NETWORK, and assumes an organizational governance role.



# YEAR IN REVIEW

## 2023-2024

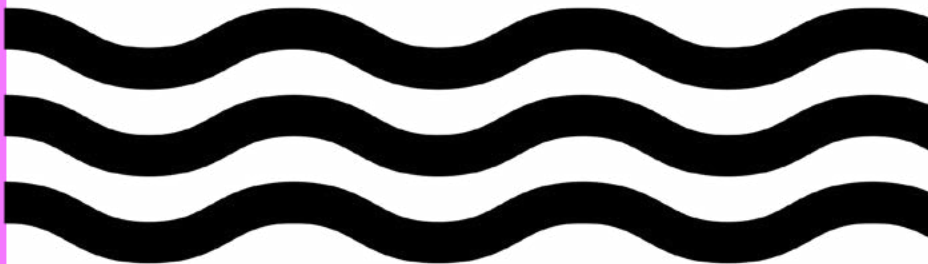


## Our committees

Committees coordinated by the NETWORK aim to build strong connections between groups supporting the First Nations, Inuit and Métis community members in Tiohtià:ke to increase information sharing, problem-solving and propel community projects.

**Two committees were active throughout the year:**

- The C-19 and Basic Needs Committee
- The Montreal Indigenous Health Advisory Circle (MIHAC)



## C-19 and Basic Needs Committee

This committee gathers front-line organizations that support Indigenous communities in Tiohtià:ke to share information, strengthen partnerships, and coordinate service delivery. Organizations meet to identify gaps and to develop joint initiatives and sectoral strategies.

**The members of this committee are:** Projets Autochtones du Québec, the Native Friendship

Centre of Montreal, the Indigenous Support Workers Project, the Southern Quebec Inuit Association, the Makivik Corporation, Qavvivik, the First Peoples Justice Center of Tiohtià:ke/ Montreal, Refuge Mithsuap Montréal, Quebec Native Women, Résilience Montréal, The Open Door Montreal, Chez Doris, Doctors of the World, and Plein Milieu.

14 PARTICIPATING ORGANIZATIONS

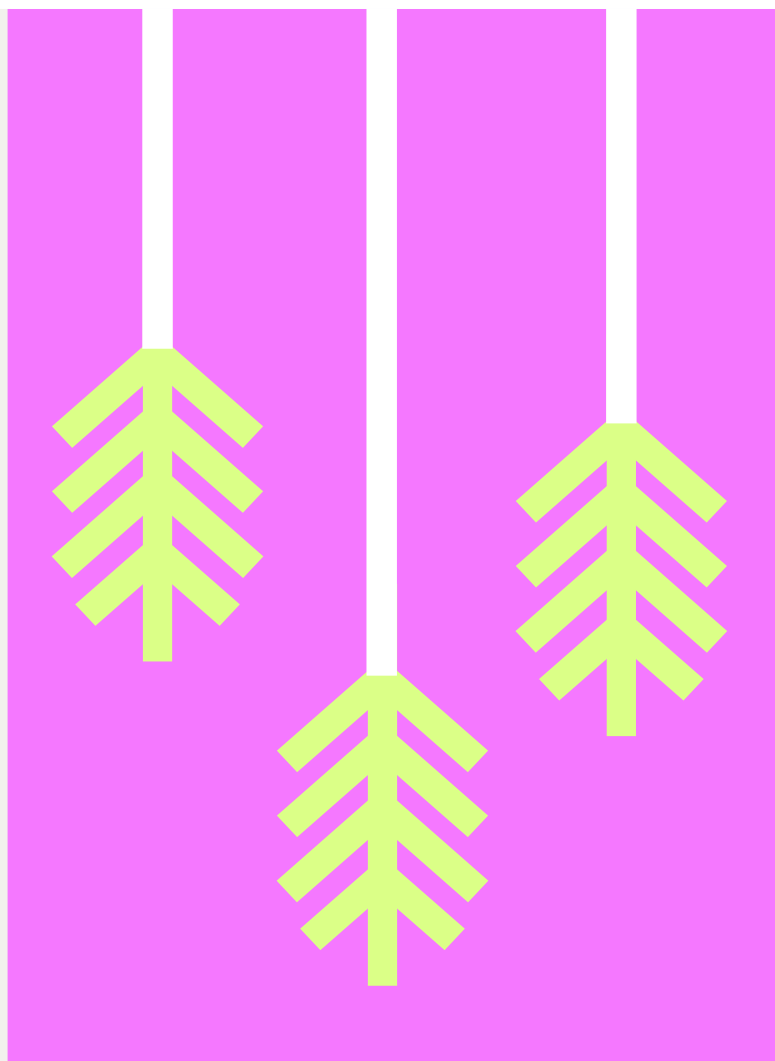
4 MEETINGS TOOK PLACE

### Strive For A Permanent Committee

The C-19 and Basic Needs Committee was created during the pandemic in order to address service gaps, share COVID-19 related updates, respond to outbreaks in the community, and communicate urgent needs to municipal, provincial and federal authorities.

Although the pandemic has progressively receded, the committee remains relevant in terms of addressing service gaps, reducing duplication, and sharing important information.

As many issues faced by Indigenous peoples experiencing homelessness are ongoing, the necessity for the permanency of this measure becomes evident. To reflect on the transition towards a sustainable committee, the C-19 and Basic Needs Committee will be changing its name, and will solicit the active participation of more decision makers, so that community priorities can be heard and addressed more efficiently.



## The Montreal Indigenous Health Advisory Circle

This circle, also known as the MIHAC, aims for systemic changes in the health and social services sector, particularly in terms of service equity and accessibility for Indigenous communities. It informs and advises the department of Public Health, the Centre Intégré Universitaire de Santé et de Services sociaux (CIUSSS) and other government agencies. The MIHAC also advocates for safe access to health care services for Indigenous peoples in Tiohtià:ke by issuing updates, recommendations and calls to action.

**The members of the MIHAC are:** Quebec Native Women, the Tiohtià:ke Health Centre, Projets Autochtones du Québec, the Native Friendship Centre of Montreal, the Indigenous Support Workers Project, the Southern Quebec Inuit Association, Makivik, the First Peoples Justice Center of Tiohtià:ke/Montreal, Native Montreal, Qavvivik; Tasiutigiiit, Rising Sun Childcare, Résilience Montréal, Mamit-Innuat, the Womens' Center of Montreal, Doctors of the World, The Open Door Montreal, Chez Doris and the Direction de la Santé publique régionale de Montréal.



**19 PARTICIPATING ORGANIZATIONS**

**5 MEETINGS TOOK PLACE**

### A New Task Force For Health Navigators

The creation of a Health Navigation Task Force was deemed by the MIHAC as a fitting solution to address short term critical issues, such as training and retaining qualified Indigenous staff, ameliorating coordination between organizations, and improving corridors of services in health institutions. The NETWORK is now co-coordinating the Task Force with Native Montreal, and is working on creating a training and skills development strategy, as well as establishing a structured community of practice for Health Navigators. With the ultimate goal of enhancing access to culturally safe health services in Tiohtià:ke, the Task force is collaborating with the *Table local d'accessibilité*

*aux services de santé et des services sociaux pour les Autochtones en milieu urbain* to follow up on outcomes, actions and performance indicators.

**The members of the Task Force are:** Native Montreal, the Southern Quebec Inuit Association, Projets Autochtones du Québec, the Indigenous Health Centre of Tiohtià:ke, the Native Friendship Centre of Montreal, Résilience Montréal, Qavvivik, the Women's Centre of Montreal, Doctors of the World, The Open Door Montreal, and the Direction régionale de la santé publique de Montréal.

# Consensus-Based Decision-Making Circles

The NETWORK continually applies for funding to be able to address identified services gaps. Through community consensus-based decision-making circles, funds that are acquired are then redistributed to organizations in the Indigenous sector in Tiohtià:ke. The objective of this process is to transform existing decision-making processes to reflect the ways Indigenous peoples come together, particularly in terms of collective governance founded upon consensus.

In 2023-2024, an important sum was allocated to the NETWORK by the *Secrétariat aux relations*

*avec les Premières Nations et les Inuit via Service régional de l'itinérance de la Direction des services généraux et des partenariats urbains du Centre intégré universitaire de santé et de services sociaux du Centre-Sud-de-l'Île-de-Montréal.*

The NETWORK plays the role of coordinating and facilitating the Consensus-based decision-making circles, and afterwards, of distributing funds as collectively indicated. To promote the sustainability of funded community initiatives, the NETWORK provides support to organizations in terms of project development and reporting.

- \$4,6 Millions distributed
- 12 Organizations supported
- 14 Propelled projects



## New Projects that Address Service Gaps

According to priorities identified by Indigenous organizations, the acquired funding was allotted to projects that address service gaps in homelessness prevention and that answer the needs of Indigenous peoples experiencing homelessness in Tiohtià:ke. The NETWORK was allotted \$410,000 to coordinate, administer funds, and support project development. Additionally, in concordance with decisions made by community partners, a small portion of the distributed funds will be reserved to answer emergencies as they arise.

**Here are the organizations that we're funded for specific projects:**



- > Native Friendship Centre Of Montreal (NFCM) and Doctors of the World (DoW)

**First-line Indigenous Health Clinic (2023-2025)**

**\$652,066** (NFCM: \$209,397 | DoW \$442,669)

- > Indigenous Support Worker Project  
**Peer street work and support program (2023-2026)**

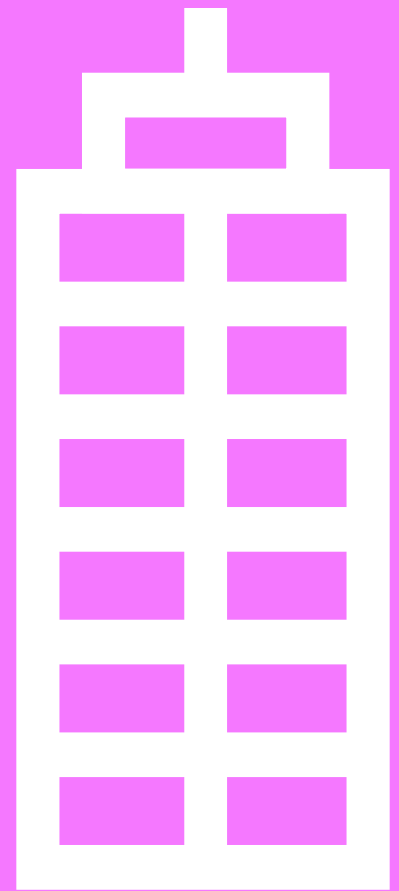
**\$215,000**

- > Quebec Native Women  
**Mitshuap Montreal Shelter (2023-2024)**

**\$500,000**

- > Southern Quebec Inuit Association  
**Food distribution and support (2023-2026)**

**\$400,000**



> Tasiutigiiit  
**Camp THRIVE** (Summer 2024)  
**\$74,491**

> Résilience Montréal  
**Food security program** (2023-2024)  
**\$75,000**

> Rising Sun Childcare Centre  
**Daycare relief funds** (2023-2024)  
**\$50,000**

> Qavvivik  
**Health support program** (2023-2025)  
**\$215,000**

> Projets Autochtones du Québec  
**Community Shuttle Van** (2023-2026)  
**Transitional Housing Project** (2023-2026)  
**\$400,000**

(an additional sum of \$500,000 was attributed by the CIUSSS du Centre-Sud-de-l'Île-de-Montréal to support the continuation of services at PAQ1 and PAQ2)

> Native Friendship Centre of Montreal  
**Indigenous Treatment Centre** (2023-2026)  
**\$524,470**

> Chez Doris  
**Food security & basic needs: Indigenous Women** (2023-2024)  
**\$25,000**

> The Open Door Montreal  
**Indigenous accompaniment and Food security** (2023-2026)  
**\$150,000**

# Community Projects

Information gathered in meetings with partners helps us in developing solution pathways aimed primarily at propelling community projects and developing new initiatives. For 2023-2024, the NETWORK coordinated two major community projects: the Mobile Clinics and the Winter Gear Project.

## Mobile Clinics

In order to improve access to services for Indigenous communities in Tiohtià:ke, the NETWORK and Service Canada partnered to coordinate three Mobile Clinics, the first taking place at Projets Autochtones du Québec, the second at the First Nations Human Resources Development Commission of Quebec, and the third at the Native Friendship Centre of Montreal.

### The main objectives of the clinics were to:

- Increase the access to essential documentation for Indigenous peoples in Tiohtià:ke, particularly those living or at risk of homelessness.
- Alleviate the bureaucratic burden placed on front-line staff working in Indigenous organizations.
- Improve relationships and partnerships between Indigenous communities and participating governmental agencies.

**This year's Mobile Clinics hosted 9 governmental agencies, namely:** the Directeur de l'état civil, Indigenous Services Canada, Service Canada, CIUSSS-MTL, Service Québec, Revenue Québec, the Canada Revenue Agency, the Régie de l'assurance maladie du Québec (RAMQ), the Non-Insured Health Benefits (NIHB), NIHB Nunavik, and Retraite Quebec.



214 COMMUNITY MEMBERS SERVED

67 BIRTH CERTIFICATES

93 PROVINCIAL HEALTH CARDS (RAMQ)

79 STATUS CARDS AND REGISTRATIONS

117 TAX CLAIMS (PROVINCIAL AND FEDERAL)

## The FNHRDCQ Takes the Reins

After two consecutive years of coordinating the Mobile Clinics alongside Service Canada, the NETWORK passes the torch to the First Nations Human Resources Development Commission of Quebec (FNHRDCQ). Their proven credibility in the Indigenous and institutional sectors makes them an ideal candidate to take over this important assignment. The NETWORK team will continue to collaborate with the FNHRDCQ to ensure the smooth transition and the sustainability of this major project.





## Winter Gear Distribution

The Winter Gear Distribution Project aims to fill the gaps in community distribution services and to support the needs on the ground during the winter period. People experiencing homelessness require specific equipment to survive the cold, but organizations often do not have the capacity to respond to the demand for these essential goods. The NETWORK intervenes by distributing funds to allow community organizations that work directly with Indigenous peoples experiencing homelessness to purchase and distribute winter gear.

**\$ 100, 000 SPENT ON EQUIPMENTS**

**10 BENEFICIARY ORGANIZATIONS**



## Secured until 2026!

After three years of coordinating this project, the NETWORK is proud to announce that funding has been secured to continue the Winter gear distribution for the next two years. This development can be attributed to the solid relationship built with our main funder of the project, namely the CIUSSS Centre-Sud, and to the quality of the collaboration that takes place between both parties. Securing this funding will have a significant impact on reducing wait times for organizations to complete their purchases, lowering the administrative workload on the sector, and improving service delivery on the street.

# Mental Health Program

In order to promote well-being in the workplace and prevent burnout in the Indigenous sector, the NETWORK provides access to mental health support services for front-line staff working in Indigenous and Indigenous-serving organizations in Tiohtià:ke. Interested individuals can register on our website, and our team takes care of matching them with a caregiver providing one of three following types of services : Elder Support, Psychotherapy or Art Therapy.

**\$70, 603 SPENT ON SUPPORT REQUESTS**

**68 CLIENTS**

**528 SESSIONS**

**55 CAREGIVERS**

## Service Increase For First-Line Workers

In response to the ongoing and growing demand for mental health support, the NETWORK worked with the First Nations and Inuit Health Branch (FNIHB) to expand the service offer and to transition from a pandemic emergency measure to a sustained program. With FNIHB as the main funder, and a rise in the amount of participating caretakers, the NETWORK was able to increase the number of sessions, from 5 to 10 sessions per client!

These new developments have also enabled our team to take measures to perpetuate the program in the long term. We now have a Declaration of Service to provide a better framework for caregivers, as well as internal policies that define the responsibilities of all parties involved. Finally, a satisfaction form is now in circulation to evaluate the client's experience and the impacts of the program. The feedback received thus far tells us that clients appreciate the rapid access to caregivers and the responsiveness of the NETWORK team.

***“It’s been instrumental and so helpful for me. It’s enabled me to emotionally regulate and provide a more stable and safe space for clients.”***

- Quote from anonymous client



# Sustaining Essential Initiatives

The NETWORK plays a central role in sustaining essential initiatives by advocating community needs to all government levels, drafting funding proposals, and coordinating with partners to determine how funds should be distributed. Subsequently, our team provides assistance in advising organizations with project development and strategic planning, as well as in taking on reporting duties for the funds administered.

With the financial contributions of Indigenous Services Canada, Public Safety Canada, and the City of Montreal, the NETWORK supported the following projects and programs:

**\$1, 331, 451**  
DISTRIBUTED

**5 BENEFICIARY**  
ORGANIZATIONS

**3 GOVERNMENTAL**  
FUNDERS



## ➤ **Projets Autochtones du Québec (PAQ)**

### **Shuttle Van Service**

The goal of the PAQ shuttle project is to provide a transportation alternative on the Island of Montreal for First Nations, Métis and Inuit peoples experiencing homelessness. The shuttle will operate between 6:00 and 12:20 and between 18:00 and 00:20 from Monday to Friday.

## ➤ **Indigenous Street Workers Project (ISWP)**

### **Core program**

ISWP provides emotional support to Indigenous peoples living on the streets in the Plateau-Mont-Royal area. The project is focused on building relationships with community members through a peer-based approach that supports the development of social skills, as well as emotional regulation and that provides trauma-informed, cultural and social programming in culturally safe spaces.

## ➤ **Tasutigijt**

### **Camp THRIVE**

Camp Thrive is an Indigenous-youth lead summer program created for First Nations, Métis and Inuit youth in foster and adoptive families in Tiohtià:ke. This project aims to promote positive cultural identity through mentorship, cultural workshops and the community that is created when youth are given the space to thrive.

## > Native Montreal

### To Our Roots Program

The To our Roots program introduces and uses exercise and outdoors activities as a method of intervention. During training and land based activities, youth are presented with an opportunity to develop interpersonal skills, build and maintain a sense of belonging and community, as well as develop their own confidence and self-esteem in culturally safe spaces.

### Watershed Dance Camp

Dance and the arts can provide a healthy outlet that connects the whole of a being: physical, intellectual, emotional and spiritual. In collaboration with Victoria May, this weekly dance camp is offered to 30 young Indigenous people in the Montreal region for a 12-week period.

### Storytellers project

Native Montreal's Youth Council produced a documentary-series movie production. Their research within their communities and consultations with knowledge keepers enabled them to produce a full script and film outline in a series of 6 stories of cultural revitalization weaved together in a traditional story-telling format.

## > Doctors of the World

### Indigenous Navigators

Indigenous navigators offer support to Indigenous community members living close to the streets by listening to them, creating a safe-space where they can express their needs, and offering accompaniment to hospitals, clinics, medical appointments, etc.



# Urban Governance

With the arrival of a new Research Coordinator, the Urban Governance Project is now gaining momentum. Through the validation of themes from community partners, the NETWORK has developed an action plan focused on four main objectives:

- Creating an Urban Indigenous Governance Table.
- Creating a toolbox for existing and future Indigenous non-profit organizations.
- Providing organizational accompaniment and documenting existing best practices intended to support capacity building.
- Transforming the evaluation process to better answer Indigenous community needs.

The NETWORK is committed to ensuring the Urban Governance Project is at the heart of the organization's work among urban Indigenous organizations in Tiohtià:ke in the long term. The project will become an integral part of all NETWORK departments and organizational practices as it develops.



## Introducing the Indigenous Organizational Advisory Table

A new Advisory Table has recently been formed at the NETWORK! The Indigenous Organizational Advisory Table (IOAT) aims to unite key actors of Indigenous community organizations in Tiohtià:ke to collectively address challenges faced in serving our communities effectively at the organizational level. The IOAT enables participants to network and forge partnerships, share best practices, engage in collaborative problem-solving in regard to building organizational capacity, and contribute to the success of future Indigenous organizations.

## The INDeX Launch Is Right Around the Corner

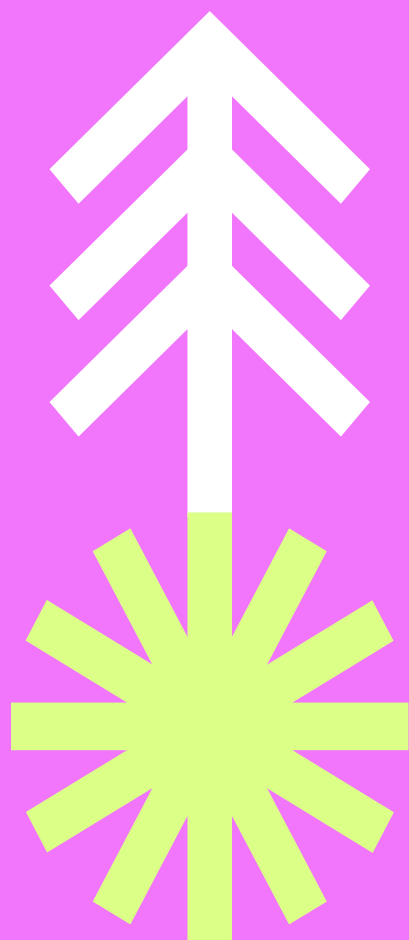
The INDeX is a centralized community database that outline essential information on services available to Indigenous peoples in Tiohtià:ke. It aims to enhance cultural safety by pointing Indigenous individuals towards resources that are relevant to their needs. In order to efficiently share essential information with community members, the INDeX operates on real-time updates and enables users to provide instant feedback.

This year, our team reached out to all first-line Indigenous and Indigenous-serving organizations in Tiohtià:ke to conduct detailed interviews on the services they provide. Once the data collection was completed, we turned to the drawing boards to create a distinct image for the INDeX, with the Indigenous design firm Onaki. Web development is about to begin and will be followed by a major testing period to ensure the quality and the efficiency of the platform. Community members, Indigenous organizations and front-line workers will be consulted before the official launch!

## Building the Sector's Capacity

The NETWORK started dispensing trainings and providing free consulting services to Indigenous organizations in Tiohtià:ke. Supporting the development of community projects, programs and organizations ultimately results in healthier work environments, increased productivity, and eventually, in better care for community members.

This year, the NETWORK was able to support its partners in the fields of event planning, strategic planning, communications, human resources and finances. In accordance with our new Urban Governance chapter, building organizational capacity in the Indigenous sector will become central to the NETWORK's activities.



## Youth Leadership and the STRATEGY

After launching the STRATEGY for Safety, Well-being, and Belonging in 2022, the NETWORK held several events where Indigenous youth were able to connect with each other, as well as with knowledge keepers, Elders and community workers. In these events, youth members were able to discuss their lived experiences and unique points of view on the various issues that affect them.

In 2023, the NETWORK hosted the Growing Our Roots event, where youth were remunerated to share their perspectives regarding current challenges they face and to find project-based solutions to create an urban setting in which they can thrive.

The STRATEGY is now in the evaluation and reporting phase. Our team will soon be able to measure the impacts of this multi-year project and share key takeaways, as well as future perspectives, with the community.

# Indigenous Winter Market

This two-day event enabled Indigenous community members to sell their crafts, get together, and see skills showcased by other peer artists. The third edition of the Indigenous Winter Market took place on November 25 and 26, 2023, and was hosted by the Southern Quebec Inuit Association (SQIA), the Native Friendship of Montreal (NFCM), and the NETWORK.

To reinforce this annual event, the NETWORK played an extensive role in guiding hosting organizations in event planning, communications, media relations and general logistics. The NETWORK was also able to provide a considerable financial contribution to help with the venue's cost as well as the rental equipments necessary for the event to take place.

**47 INDIGENOUS  
ARTISTS**

**1, 485 PEOPLE  
ATTENDED**



## Strengthening Families

This project's objective is to adapt and implement the Strengthening Families Program model (SFP) with the urban Indigenous community in Tiohtià:ke. SFP is a family-based intervention program that aims to increase protective processes within the family and decrease potential risk factors. It is designed for use with youth between the ages of 10-14 and their families.

The NETWORK will be adapting the program to consider the historical context of colonization and the resulting traumatic impacts on Indigenous families, as well as the consequences of attempted suppression and erasure of Indigenous forms of healing and communities. At present, a strategic plan has been drafted and funding has been acquired to undertake the assignment. The next steps will be to implement a pilot project and determine evaluation criteria, before launching the official version.



## Launching New Data on Homelessness

Nearly 300 people were present to learn about the findings of the “From Our Eyes to Yours” report. Workers from the Indigenous and community sectors as well as institutions and governments joined the important discussion surrounding homelessness experienced by Indigenous peoples in Tiohtià:ke and the collective work that still needs to be done to prevent homelessness in urban Indigenous communities.

Following the 2013 and 2018 versions, the “From Our Eyes to Yours” Report is the third report produced by the NETWORK shedding light on the complex and intersecting factors contributing to the over-representation of Indigenous peoples experiencing homelessness. The report stresses that addressing homelessness among the Indigenous community presents unique challenges for Indigenous and Indigenous-serving organizations.

Using mixed methods, including information gathering from organizational meetings, acknowledgement of professional and lived experiences, quantitative analysis, consultation of existing studies and community review, the NETWORK examines **21 major factors contributing to Indigenous peoples experiencing homelessness in Tiohtià:ke.**

These factors are deeply rooted in systemic racism and discrimination, stemming from colonial history and government policies.

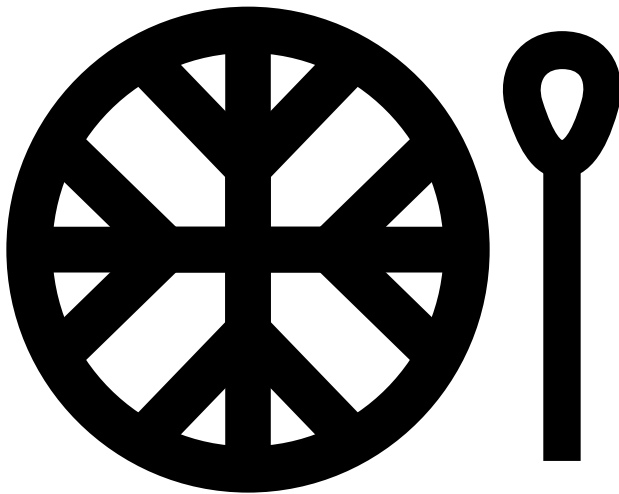
A total of **41 recommendations are made in the areas of funding, Indigenous governance, culturally-appropriate support, housing and more.** The recommendations aim to promote cross-sectoral collaboration, as their implementation will require ongoing commitment and support from multiple levels of government, community organizations, foundations, and other stakeholders. To quote the report, “addressing homelessness experienced in Indigenous communities means ending colonial practices, supporting Indigenous self-determination, revitalizing Indigenous languages and cultures, and enabling the acquisition of life skills as well as the access to emotional, spiritual and mental support”.





# Communications

Our communication activities aim to reach Indigenous community members, organizations in the Indigenous sector, as well as partners and potential collaborators. Happening mainly on the web, the NETWORK's communications intend to inform First Nations, Inuit and Métis community members and organizations on resources or opportunities available to them, and to communicate important organizational updates.



## Community Announcements Are on a Roll!

The community announcements section on our website has now been active for a year, and is gaining significant attention. This online novelty aspires to allow Indigenous audiences to find opportunities that correspond to their needs and to disseminate the messages of Indigenous organizations while increasing their reach amongst target audiences.

The categories of community announcements shared on our website are job offers, events, paid opportunities, educational opportunities, fundraisers, awareness campaigns, requests for volunteers, and various other releases. With up to 100 users visiting the website daily and generating as far as 3,000 sessions a month, we are confident that partner organizations are getting the visibility they seek.

**127 COMMUNITY  
ANNOUNCEMENTS**

**110 998 VIEWS GENERATED  
ON SOCIAL MEDIA**

## On Track With Socials

Social networks are a great way to extend our mission to the web. We currently have three platforms: Facebook, Instagram, and LinkedIn. We use these platforms to target wider audiences and communicate pertinent information, such as new opportunities for community members, service updates from partner organizations, culturally-safe resources for Indigenous peoples in Tiohtià:ke, and important milestones of the NETWORK.

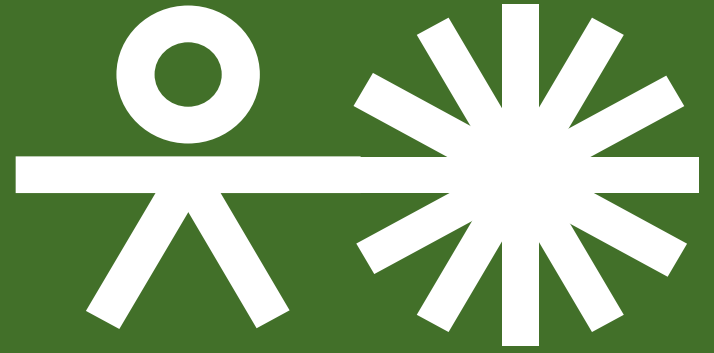
**Our public on socials for 2023-2024:**

**1032 FOLLOWERS  
GAINED**

**8684 FOLLOWERS  
IN TOTAL**

# Community Presence

In order to create connections with community members, reach out to specific demographics, and network with key actors in the Indigenous sector, our team is also present on the ground! On these occasions, we take the opportunity to transfer knowledge to community members on key resources in the city and opportunities offered to them.



## Community presence in 2023-2024:

- National Urban Indigenous Coalition Council: UNDRIP in Cities
- Dialogue For Life: Well-Being Symposium
- Montreal Pride Days
- Kahnawá:ke Pride Parade
- Concordia University Powwow
- Joyce Echaquan Vigil
- Native Women Shelter of Montreal's Annual Spirit Walk

# Awareness

The NETWORK's awareness-building activities aim to reach settler audiences, as well as organizations and institutions. We educate the public on the realities of First Nations, Inuit and Métis peoples through workshops, educational tools, media relations, and more.



## Allyship Practices in Museum Contexts

This year, the NETWORK offered a series of two workshops at the Museum of Contemporary Art. Focusing mainly on the roles of museums in colonial processes, our team addressed the Truth and Reconciliation Commission's Calls to Action concerning language, culture, museums and archives. We also introduced principles of respectful collaborations between Indigenous peoples and museums, as well as the Indigenization of museums.



## The Next Levels of the Decolonial Toolbox Are Underway!

The Decolonial Toolbox is a collaborative project between Mikana, the Office of Community Engagement of Concordia University, and the NETWORK. It provides the public with an Educational Pathway of understanding the historical and current realities of Indigenous peoples. The pathway gathers carefully-selected resources produced by Indigenous peoples and organizations that are accessible and promote Indigenous expertise.

After exploring introductory knowledge of territory and colonial tactics, the levels that are currently in the works will present notions related to land claims, territorial sovereignty, rights to self-determination, Indigenous governance, and more. Stay tuned for the official release!



## Renewing our Workshop Offer

The demand for workshops has been increasing steadily since the progressive exposure of Indigenous truths in the public sphere. In the face of this recent wave, interest in the NETWORK's workshops continues to grow and is currently exceeding our capacity. While being attentive to not duplicate the current Indigenous workshop offer in Tiohtià:ke, we are putting our workshop series on hold while we restructure our awareness-raising strategy. We are currently developing a new approach to better answer the needs of Indigenous community organizations in terms of training and skills development.

## Speaking Up in the Media

When it comes to raising awareness, media sources are an ideal outlet to reach wider audiences.

Official NETWORK spokespersons use these platforms to share fundamental messages on urban Indigenous realities, current challenges, and potential solution pathways.



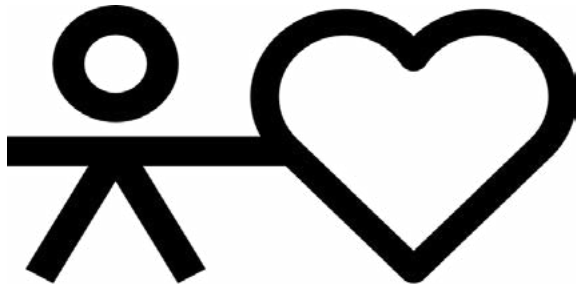
### Media presence in 2023-2024:

- **Vigil for Joyce Echaquan  
Barriers in the Health System**  
[CityNews Montreal](#)  
[The Eastern Door](#)
- **Mobile Clinics  
Difficulty for Urban Indigenous Peoples in  
Accessing ID's and governmental services.**  
[CityNews Montreal](#)
- **Indigenous Winter Market  
The importance of gathering around and  
supporting Indigenous cultures and arts.**  
[CBC Television](#)  
[CBC Radio](#)  
[CityNews Montreal](#)
- **Dialogue For Life Well-Being Symposium  
Suicide Prevention and supporting  
Indigenous youth**  
[CBC Radio](#)

# Donations

Donors are crucial in helping the NETWORK support the urban First Nations, Inuit, and Métis communities in Tiohtià:ke. Indigenous community members are still overrepresented in terms of unemployment, homelessness, incarceration, child institutionalization, and more. Answering these imbalances calls for a proactive and collaborative approach in providing culturally appropriate support services and preventative initiatives.

Our team redistributes all donations to meet the needs and priorities identified by and for the Indigenous community in Tiohtià:ke. We strive to collectively create opportunities for Indigenous communities to thrive culturally, socially, and economically.



**\$7, 215.35 COLLECTED  
THIS YEAR**

**48 DONATIONS**

**4 RECURRING  
DONORS**



## Recognizing Outstanding Donors

We want to say a special thank you to the **Amersi Family** and **Jill Campbell (VIVAcroyoga)** for their generous contributions.

Your donations are immensely valuable to our mission and the communities we serve.

## How Can I Donate?

There are 2 way you can donate to the NETWORK:

- > Online at the following address: [www.reseautlnetwork.com/en/donate](http://www.reseautlnetwork.com/en/donate)
- > By cheque, to the attention of the Montreal Indigenous Community NETWORK, including the full name and address of the person or entity to whom the official receipt is to be given. Mail it to: CP 567 Montreal Succ Place-D'Armes, Montreal, QC, H2Y 3H3

Our Quebec Enterprise Number (REQ) is 1174512625.

All donors will receive a receipt for tax purposes.

# Financial Partners

It is with the contribution of our financial partners that we are able to address community needs and sustain essential initiatives.

**We wish to thank the following partners for their valuable contribution :**

Centre intégré universitaire de santé et de services sociaux du Centre-Sud-de-l'Île-de-Montréal, Direction régionale de la santé publique, Fondation du Grand Montréal, Indigenous Service Canada, Infrastructure Canada, McConnell Foundation, Ministère de la santé et des services sociaux, Public Safety Canada, Secrétariat aux Relations avec les Premières Nations et les Inuit, and Ville de Montréal.



Canada 

Québec 

Montréal 

McConnell 



Fondation du Grand Montréal

## Annual Report 2023-2024

Texts by the NETWORK Team

Design by Katia McEvoy and Alyssa Jérôme

Photos by Joni Bertrand and Johnny Boivin



**Montreal Indigenous Community NETWORK**  
**Listen - Connect - Support**

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