

xʷeniwan ce:p kʷəθə nawayət  
ʷəmi ce:p kʷəniwan ʷə ʷə na xʷmək ʷəyənəθ  
ʷəmə, ʷə xʷ ʷəniwan ʷə əhəqənəyənəqən.  
**Remember your teachings**  
Welcome to the ancestral homeland of the  
hardéməwəm speaking Musqueam people.

# *Pathways to Healthy Nations* A Journey of Hope

· ANNUAL REPORT 2023/24 ·



**Vision:** Cultivating and empowering relationships that connect us to our cultural strengths and identity within wholistic and healthy communities.

**Mission:** The Thunderbird Partnership Foundation, a division of the National Native Addictions Partnership Foundation Inc., is a leading culturally centred voice advocating for collaborative, integrated and wholistic approaches to healing and wellness.

**Mandate:** The Thunderbird Partnership Foundation is the national voice advocating for First Nations culturally-based substance use and mental wellness services.

Thunderbird Partnership Foundation has a centralized office located on the Eelūnaapéewi Lahkèewiit Territory, in southwestern Ontario.

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VISIT OUR LIFE PROMOTION WEBSITES  
[cultureforlife.ca](http://cultureforlife.ca) for Youth  
[wisepractices.ca](http://wisepractices.ca) for Communities

*Итуптупи (Comanche) pattern*

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## Message from Board President and CEO

Over the past two years, we have been working to renew our strategic direction in mental wellness. Last year our Board, partners, stakeholders, and staff came together to renew our vision, aligning us with our future strategy. Five strategic priorities have been identified: Data, Enhanced Regional Capacity in Mental Wellness, National Mental Wellness Workforce Association, Indigenous Accreditation, Public Policy and Corporate Affairs.

**Data** specific to mental wellness continues to focus on supporting expansion of the Addictions Management Information System (AMIS) to First Nations community and implementation of the First Nations community-based surveys on opioids and methamphetamines.

**Enhanced regional capacity in mental wellness** will focus on supporting development of regional drug strategies with a focus on the toxic drug supply and developing a national treatment curriculum that can be implemented in community.

The development of a **National Mental Wellness Workforce Association** has begun with a focus on the development of core competencies in mental wellness. These competencies will establish a foundation for a **national workforce association** that offer continuous supports to a quality workforce.

Thunderbird continues to support advancement in **public policy** related to enhancing capacity of First Nations in addressing the toxic drug supply. Together we are building a version of First Nations mental wellness where all First Nations have the right to life through equitable resources for preserving the sacred breath of life.

We strive to support the addictions workforce in enhancing respect for their high quality work through wage parity. With our partners we have also been able to establish a First Nations youth council who will support the design and delivery of mental wellness services. This vision, with its foundational principles of compassion, respect, and equity, is central to our strategic plan.

Finally, we wish to thank our staff and partners for continuing to work with us in a harm reduction capacity to preserve the sacred breath of life.



President Austin Bear  
Thunderbird Board President and Chair



Dr. Carol Hopkins, O.C., MSW, LL.D (hons)  
Chief Executive Officer

Tsuu T'ina pattern

## Addiction Management Information System (AMIS) Expansion

AMIS is a national case management system used by First Nations adult and youth treatment centres. In 2022, AMIS expanded to community-based addiction programs such as day programs and outpatient services, as well as community-based programs such as outreach and land-based programs serving First Nation clients.

AMIS allows organizations to more efficiently store and manage substantial amounts of information such as case notes, treatment progress notes, and goals. The database is free to all First Nation organizations. AMIS users can access assessment tools, training, support, and other resources. Annual training, monthly webinars, assessments, assistance with data cleanup, access to data analysis and automated reports are also offered to AMIS users.

AMIS provides two culturally relevant, evidence-based assessment tools that support treatment planning, monitor client progress and outcomes, and demonstrate the difference that culture makes:



## AMIS User Testimonials

*"I like the fact that it documents the daily summaries/incident reports/1:1 sessions and these are electronically stored. The screening tools are also a great asset to have at our disposal and the ability to generate a report is beneficial to our organization."*

*We use the AMIS database for all our daily summaries on clients, incident reports and 1:1 counselling sessions. We use the NWA and DUSI assessments at the beginning and near the exit of the program, we use the generated reports to help us write the final discharge summary."*

Trevor Roszell – Clinical Supervisor  
Leading Thunderbird Lodge, SK

Mushuau Innuat pattern

ANNUAL REPORT 2023/24

*"I like that staff can input the daily notes for all family members."*

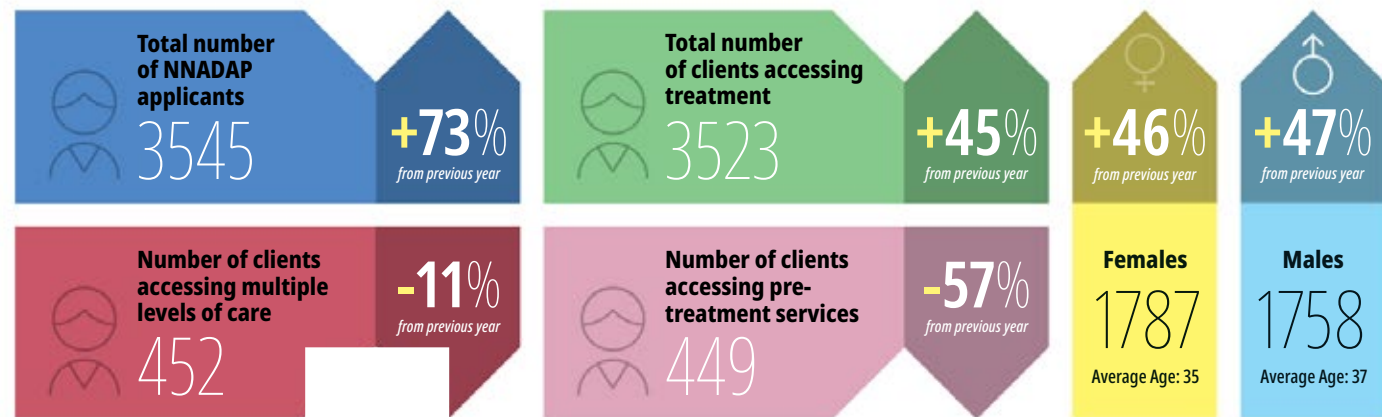
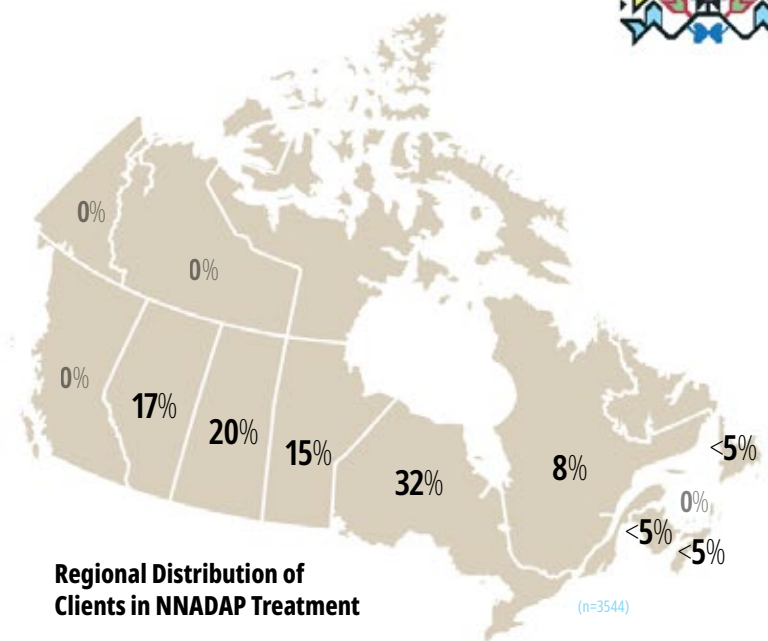
*As Intake Coordinator I use AMIS to input all families entering our program. If staff have any issues, I am the one they go to for assistance."*

Joan Evans – Intake Coordinator  
Nenqayni Wellness Centre, BC



# National Native Alcohol and Drug Abuse Program

The NNADAP program, during the past year, recorded 611 self-reported wellness scores at the *entry* point compared to 183 self-reported wellness scores at *follow-up*. The wellness scores increased for all 4 components - Hope, Belonging, Meaning, and Purpose. The connection to culture-based practices scores increased in the *follow-up* group for all the three groups of culture-based interventions when compared to the *entry* scores. Similar results can be seen for about 182 clients who had both self-reported *entry* and *exit* wellness scores available.



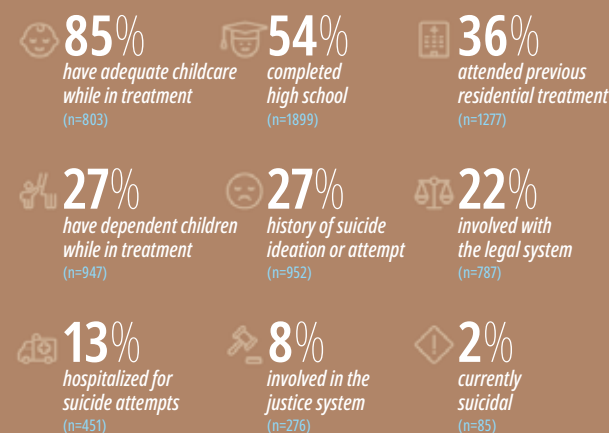
## Post-treatment referral services available to NNADAP clients:



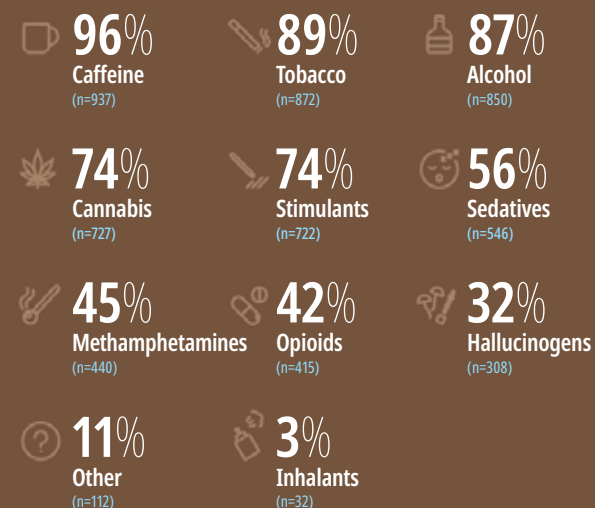
Ojibwe pattern



### Client characteristics upon entry to treatment



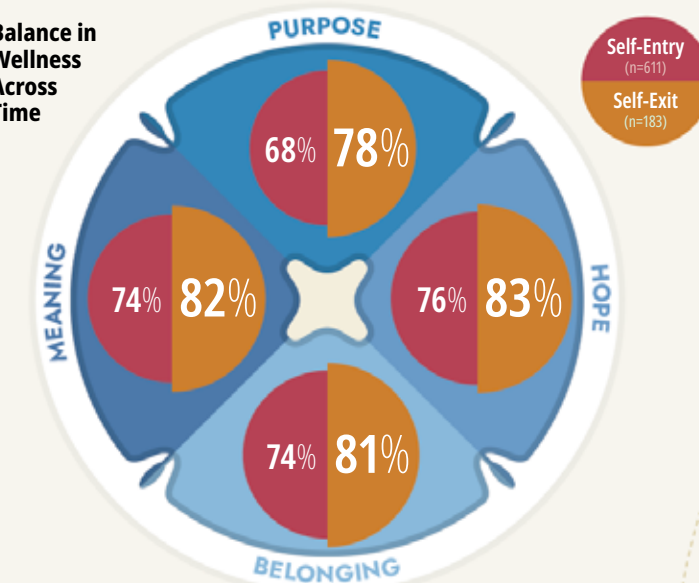
### Types of substances used (n=977)



### NNADAP Native Wellness Outcomes

The NWA™ assessment tool validates the effect of cultural interventions on wellness over time. Gathered from clients attending NNADAP treatment centres who had completed their NWA™ from April 1, 2023 to March 31, 2024.

#### Balance in Wellness Across Time



### NNADAP Comparative Culture-Based Practices to Promote Wellness

Indigenous culture can be expressed through culture-based practices in a journey toward wellness. Culture-based practices have long been recognized as Indigenous expressions of spirit-heart-mind-body at work.

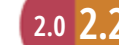
**Group 1** activities more commonly practiced on an everyday basis such as smudging, and using sacred medicines.



**Group 2** seasonal practices such as harvesting, fishing and hunting. Also includes practices that occur often between groups 1 and 3 such as pipe ceremonies or seeking help from a traditional healer.



**Group 3** specialized activities that are less frequent such as memorial feasts and fasting.

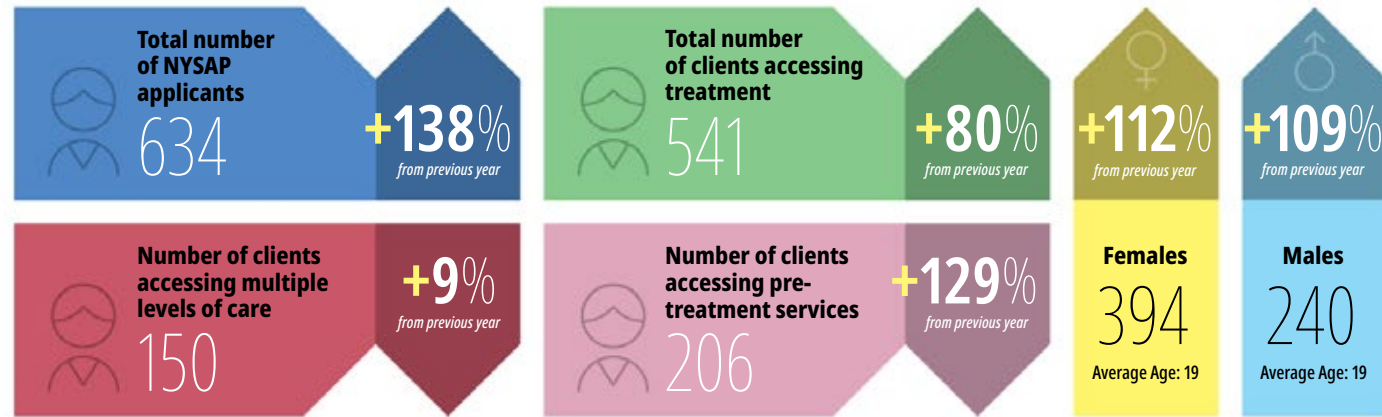
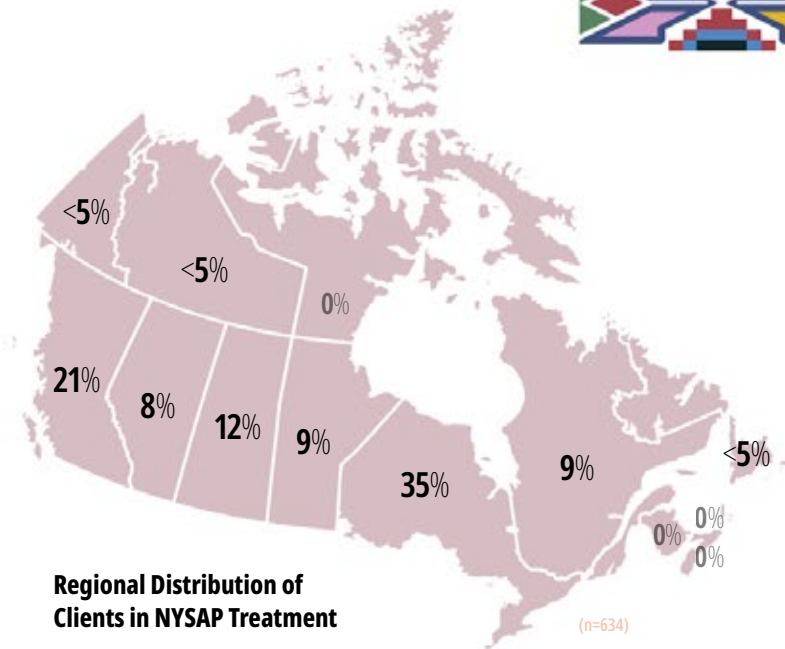


A connection to culture-based practices from 1.0 (weak) up to 3.0 (strong).

## National Youth Solvent Addiction Program

During the past fiscal year, the NYSAP program saw 127 self-reported *entry* point wellness scores. *Follow-up* observations noted 56 self-reported wellness scores that showed increases in all 4 components - Hope, Belonging, Meaning, and Purpose.

Meanwhile, the connection to culture-based practices scores increased at *follow-up* for all three culture-based interventions groups when compared to their *entry* scores for these groups of clients.



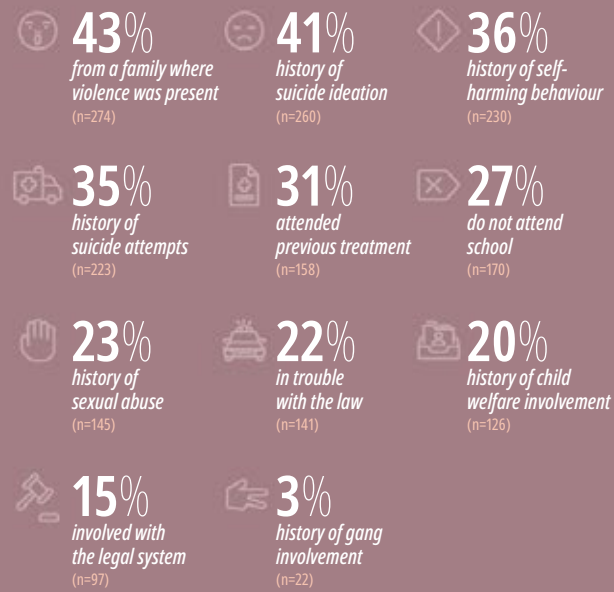
### Post-treatment referral services available to NYSAP clients:



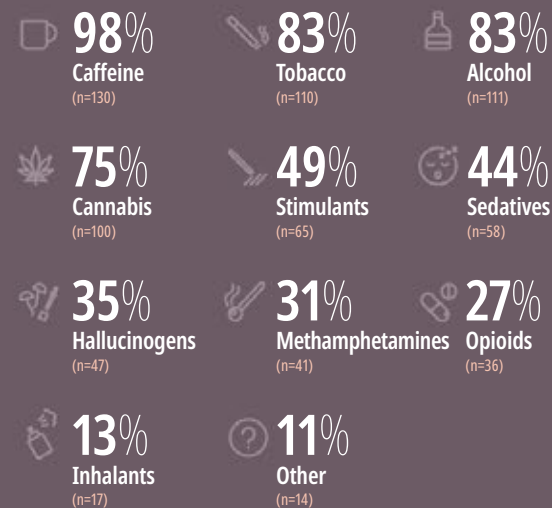
Meškawahki-aša-hina (Fox) pattern



### Client characteristics upon entry to treatment



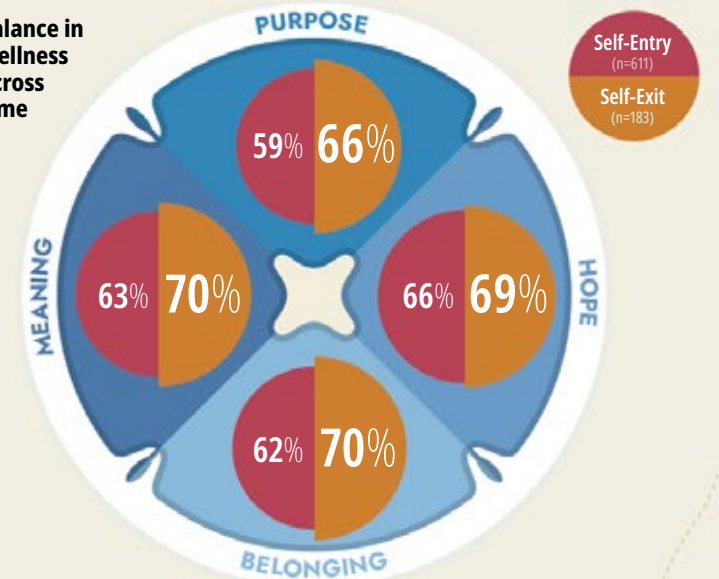
### Types of substances used (n=133)



## NYSAP Native Wellness Outcomes

The NWA™ assessment tool validates the effect of cultural interventions on wellness over time. Gathered from clients attending NYSAP treatment centres who had completed their NWA™ from April 1, 2023 to March 31, 2024.

### Balance in Wellness Across Time



## NYSAP Comparative Culture-Based Practices to Promote Wellness

Indigenous culture can be expressed through culture-based practices in our journey toward wellness. Culture-based practices have long been recognized as Indigenous expressions of spirit-heart-mind-body at work.

**Group 1** activities more commonly practiced on an everyday basis such as smudging, and using sacred medicines.

2.1 2.3

**Group 2** seasonal practices such as harvesting, fishing and hunting. Also includes practices that occur often between groups 1 and 3 such as pipe ceremonies or seeking help from a traditional healer.

2.1 2.3

**Group 3** specialized activities that are less frequent such as memorial feasts and fasting.

2.0 2.2

A connection to culture-based practices from 1.00 (weak) up to 3.00 (strong).

## Manitoba Buffalo Riders Project Completion



In March 2024, Thunderbird Partnership Foundation completed a 2.5-year Buffalo Riders Early Intervention project, delivered through a partnership with the Manitoba provincial government and the federal government.

Buffalo Riders Early Intervention is a training program for people who work with First Nations youth. The project included a curriculum update with an expansion of content and a guidebook redesign. The training was developed from an Indigenous perspective to provide facilitators with culturally relevant knowledge, skills and resources that are applicable for youth aged 11 to 13 years. The goal of Buffalo Riders is to enhance self-esteem, encourage positive self-identity and foster resilience by equipping youth with skills to recognize and resist social pressures to use harmful substances.

Over the project's duration, eleven 5-day virtual training sessions were delivered providing certification for 141 Buffalo Rider youth program facilitators in Manitoba. All regions of Manitoba are represented in the cohort of certified facilitators and the areas of work, including

- First Nations schools,
- First Nations healing programs,
- First Nations culture and land-based programs,
- First Nations youth programs,
- First Nations child and family Services,
- urban schools with a significant Indigenous youth population, and
- urban Indigenous organizations providing services for Indigenous youth.

Manitoba Buffalo Riders program facilitators have a dedicated training hub within Thunderbird's virtual Community of Practice (CoP). This training hub will continue to provide a shared support network and resource opportunities for the implementation of the Buffalo Riders Youth Early Intervention program.

om@qnomenēwak (Menominee) pattern

## In-Person Training in Quebec



At the end of January 2023, Thunderbird Partnership Foundation collaborated with the First Nations of Quebec and Labrador Health and Social Services Commission (FNQLHSSC) to deliver the first in-person training with French simultaneous translation, since the start of the pandemic.

Thunderbird trainers delivered the in-person training in English while translators located in a small sound booth at the back of the training room provided simultaneous translation via headsets to the participants in French. Thunderbird Partnership Foundation's training is highly participatory and often it is the stakeholders in attendance who provide feedback to the curriculum by sharing their own experiences and feedback about their interaction with the curriculum content. Again, with the aid of the translation services in real time, Thunderbird trainers were able to have translation on what was shared by the participants and facilitate conversations with the support of simultaneous translation.

A three-day in-person Community Crisis Response training was provided in French for 43 First Nations Wellness Worker participants in Quebec City. This three-day accredited training course is based on the Community Crisis Planning, Prevention, Response, and Recovery Service Delivery Model. The training respects the unique

characteristics and priorities of each community. It also recognizes that First Nations communities may have their own definition of crisis, as well as their own abilities to plan for, prevent, respond to, and recover from incidents or events. This training provided an opportunity to support crisis teams and other First Nations frontline workers in French, with access to community crisis resources to adapt to the needs of the communities where they work.

With the aid of French simultaneous translation, via headsets, participants were able to participate in the training experience in French. The participants were provided all the materials in French including the Powerpoint presentation. Other modifications to the participant activities were provided so that the French language was prominent in the small group activities.

The feedback from participants was resounding – they love their jobs! There was a wealth of First Nations frontline wellness workers who participated in the training, many of whom have worked for decades directly in communities responding to crises. There was appreciation for French language resources, as well as Thunderbird's ability to make the service delivery model applicable to the specific communities needs where each worked.

ᐱᐱᐱᐱ Piikani pattern

## — Training Participant Testimonials —

- ▶ *I was very pleased with the way in which it was presented and how it was taught, allowing time for sharing stories, the element of safety and the cultural aspects. I loved the format. Thank you.*
- ▶ *Hard to pick just one thing. All of the content was relevant and am already talking with coworkers on how we may be able to utilize the NWA in our work. Knowing that the health of the community will improve because there are better systems in place brings hope for healthy families and communities.*
- ▶ *I just want to truly thank you Thunderbirds for bringing this vital information into my life, not only me but to my colleagues. I think it's really important we know about trauma informed so we can show and prepare for the community we work for! Thank you so much!! Facilitators were very accommodating and respectful of everyone's needs around cameras on or off, typing in chat vs speaking to the group. Very appreciated!*
- ▶ *I have been in several virtual training courses and this by far has been the most informative and interesting training so far. I really enjoyed how this training allowed us to all be interactive, from the group work to discussions and whiteboards. It can be tough to be fully engaged online and especially at home, but we were held accountable for our learning which I really appreciated. Miigwetch for the opportunity and I will be looking for future training through the Thunderbird Foundation.*
- ▶ *Please continue to be wonderful guides, your supportive and non-judgmental approach made it a joy to attend this workshop, Nia:wen Ko: ffee n Sken:nen (thank you much and peace) .*
- ▶ *The reminder that we are not working alone is trying to shift the impacts of colonial violence. So many other people are working towards this goal as well and doing beautiful work across Turtle Island.*
- ▶ *You all work so well together, it seemed seamless and without issues! Thanks for being you and sharing with all of us. I aspire to be part of a team like yours!*

## Community of Practice (CoP) Statistics

Community of Practice Hubs	Enrollments (2023/24 Fiscal)	Total Enrollments (Up to March 31, 2024)
Community Wellness Hub	684	1925
Cannabis Education for First Nations - Training Hub	50	66
Care Facilitation - Training Hub	4	11
Community Crisis Response - Training Hub	185	275
Culture as Foundation & NWA™ - Training Hub	68	148
Emotional Intelligence - Training Hub	29	34
FNMWC Framework Implementation - Training Hub	76	85
Land for Healing - Training Hub	94	263
Pharmacology - Training Hub	144	256
Strength Based Care	6	10
Trauma Informed Approaches - Training Hub	159	266
Western Science & Epigenetics	2	20
Wise Practices for Life Promotion - Training Hub	72	62
	<b>1573</b>	<b>3421</b>

Program Facilitator Hubs	Enrollments (2023/24 Fiscal)	Total Enrollments (Up to March 31, 2024)
Buffalo Riders - Training Hub	22	163
Let's Talk Cannabis - Training Hub	12	61
Manitoba Buffalo Riders	77	177
	<b>111</b>	<b>401</b>

Train the Trainer Journeys	Enrollments (2023/24 Fiscal)	Total Enrollments (Up to March 31, 2024)
Cannabis Education for First Nations	7	59
Community Crisis Response	35	50
First Nations Mental Wellness Continuum	22	36
Land for Healing	26	58
Wise Practices for Life Promotion	18	31
	<b>108</b>	<b>234</b>

Online Courses	Enrollments (2023/24 Fiscal)
Clinical Supervision	77
Developing a Basket of Screening and Assessment Tools for Mental Wellness Workers	230
Indicators to Access Cultural Competency	152
Intake, Referral, Discharge and Aftercare Planning	152
Prescription Drug Abuse	120
Western Science & Epigenetics	10
Wise Practices for Virtual Care	197
Indigenous Perspectives on Trauma, Vicarious Trauma and Wellness (since July 2023)	347
	<b>1285</b>

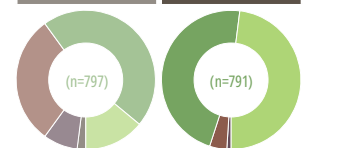
## Training Deliveries

	Trainings	Enrollments	Regions
Buffalo Riders - Manitoba - Program Facilitator Training	4	62	MB 1
Cannabis Education for First Nations	1	47	MB, ON, SASK, NB, AB, NS, QC, NFLD, PEI 9
Community Crisis Response	5	178	NUN, NWT, YK, BC, AB, MB, SK, ON, QC, NB, NS, NFLD 12
Community Crisis Response - Train the Trainer	1	15	NB, QC, MB, NS, ON, SK 6
Culture as Foundation	2	58	AB, SK, MB, ON, QC, PEI, YK, NB, NS 9
Emotional Intelligence	1	16	QC, ON, MB, YK 4
Epigenetics	1	13	MB 1
First Nations Mental Wellness Continuum	2	51	YK, BC, AB, MB, ON, QC, NB, SK 8
First Nations Mental Wellness Continuum - Train the Trainer	1	15	ON, MB, SK, NS, NFLD 5
Land for Healing	3	108	BC, SK, MB, QC, ON 5
Land for Healing - Train the Trainer	1	14	BC, AB, MB, ON 4
Let's Talk Cannabis - Program Facilitator Training	1	14	BC, SK, MB, ON, QC, NB 6
National Buffalo Riders - Program Facilitator Training	1	15	MB, ON, YT, BC, QC 5
Pharmacology	4	117	BC, SK, MB, ON, QC, NB, NS, YK, NUN, NFLD, AB, PEI 12
Trauma Informed	8	243	NB, ON, SK, NWT, QC, BC, MB, YK, AB, NFLD 10
Wise Practices for Life Promotion	2	49	QC, NFLD, NWT, ON, BC, NS, NB, SK, AB 9
Wise Practices for Life Promotion - Train the Trainer	1	12	SK, BC, QC, AB 4
	<b>39</b>	<b>1027</b>	



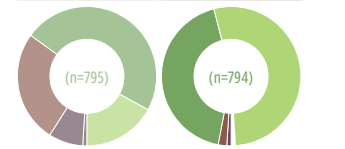
My knowledge of how culture contributes to wellness.

Before Training	After Training
115	379
369	373
238	29
61	10
14	0



My understanding of the benefits to applying culture to improve wellness.

Before Training	After Training
137	421
377	340
207	20
64	13
10	0



Kaw (Kanza) pattern

## Workforce Wellness Strategy Update

Thunderbird continued to move forward in its campaign to support workforce wellness and wage parity for First Nations of the National Native Alcohol and Drug Abuse Program (NNADAP) and the National Youth Solvent Abuse Program (NYSAP) treatment centres and First Nation community-based substance use programs. This campaign was supported by an updated advocacy plan that continues to be informed by stakeholder feedback.

Some 2023-24 event highlights include:

- **Treatment Centre Roundtables** – Three group discussions were held via Zoom with treatment centre staff to review and reflect on the proposed 39 core competencies. The views of frontline workers and supervisors were sought in discussions focused on competency themes within the context of knowledge, skills, and behavior.
- **Treatment Centre Podcast Series** – A series of podcasts were recorded to highlight the strengths and innovations of treatment centres. Six areas were explored including investment associated with accreditation, certification process, benefits for clients of workforce certification in addiction core competencies, impacts of virtual outreach and treatment services, impacts of opioid and methamphetamine use, and data collection.
- **Workforce Wellness Education and Awareness** – Presentations on the workforce wellness recommendations were shared at the Healing Our Spirit Worldwide conference in Vancouver, the 2023 National Summit on Indigenous Mental Wellness in Ottawa, and the Issues of Substance 2023 Conference in Vancouver.
- **Federal Pre-Budget Submissions** – Thunderbird’s submissions promoted priorities for the mental wellness of the First Nations workforce, including wage parity. The quality of substance use and addictions services, based on data demonstrating the outcomes achieved in addiction treatment services, served as rationale for new investments. The pre-budget submissions were also supported by a collection of letters of support from professional associations, First Nation treatment centres, pan-Canadian health organizations, regional and national partners and more.

## National Mental Wellness Workforce Association

Thunderbird and key partner First Peoples Wellness Circle have been supporting the development of a national association as a long-term commitment with a 5-year strategic plan beginning in 2024-25 fiscal year. This past year, lead up work involved

- gathering information,
- developing and launching a core competencies survey,
- hosting a series of three roundtable discussions, held in January, with treatment centre staff, community leaders, health managers and many others, and
- developing foundational aspects of the association such as determining and defining workforce core competencies (which were a focal point of the National Treatment Gathering in February).

Governance of this national association will be decided through the process of engagement. A national mental wellness workforce association can serve many workforces of First Nations. These competencies can enhance those of the First Nations Health Managers Association, the Addictions workforce and the many more community-based workforces who do not have core competencies to guide the scope and quality of work. These include the various health and social services, public safety, education and employment, and leadership.



## National and Regional Mental Wellness Coordination

National and regional mental wellness coordination is a project Thunderbird is working on in partnership with First Peoples Wellness Circle. Over the past year, Thunderbird has been actively hiring Regional Mental Wellness Coordinators to help strengthen the mental wellness capacity of First Nations across Canada. Work has also been done to generally map provincial investments in First Nations mental health and wellness. A key focus of regional engagement on mental wellness is a focus on establishing regional drug and alcohol strategies, and supporting the development of the national mental wellness workforce association and other regional priorities.

## e-Mental Health Standards for Indigenous Youth

A systematic review of e-Mental Health (e-MH) initiatives specific to Indigenous Peoples was updated to provide considerations for standards and criteria that can be used to inform new e-MH intervention development or guide future reviews of e-MH interventions for Indigenous youth. These draft standards were then reviewed by First Nations youth and applied in practice using the Thunderbird Wellness App to determine their utility. The standards for e-Mental health were finalized in May 2023.



## Amplifying Youth Voices

In partnership with First Peoples Wellness Circle, Thunderbird has continued to promote the voice of Indigenous youth from across the country. Our shared goal is to strengthen and promote Indigenous youth mental wellness leadership. Here are some of the ways Indigenous youth voices were amplified in 2023-24:



~Y.J.7d Kainai pattern

### National Youth Council Established

Work on developing a national youth council continued throughout the year with recruitment of youth members (aged 18- 29) from across Canada. The Council will focus on promoting wholistic mental wellness for Indigenous youth from coast to coast to coast. An introductory meeting with youth councilors was held at the end of March 2024.



### Enhanced the Wharerātā Declaration with Youth Leadership

A youth group examined the Wharerātā Declaration, which is an international Indigenous leadership declaration, to provide a youth perspective, offering definitions of Indigenous-specific youth leadership qualities/characteristics that are essential for guiding mental wellness. From this work, an updated version of the Wharerātā Declaration was developed to build on its foundation which relies on shared valuing of Indigenous Knowledge to inform healthy Indigenous individuals, families, and communities.

### Youth Voices at National Conferences

Four of the youth on the Wharerātā Declaration project were supported by Thunderbird to attend and present at the Healing Our Spirit Worldwide 2023 conference and at the Canadian Centre on Substance Use and Addiction Issues of Substance Conference, both held in Vancouver.

## Social Workers Union (UK) Visit Thunderbird

Thunderbird welcomed members of the Social Workers Union from the United Kingdom, from October 16 – 20 for a week of knowledge sharing, learning and discussion. The delegation toured through Thunderbird's Delaware and London offices and later visited Nimkee NupiGawagan Healing Centre, Native Horizons Treatment Centre, and Atlohsa Family Healing Services.

Each morning during the weeklong visit, meetings opened with prayer and smudging, which on the first morning in the London office was made even more special by the many cultures of Thunderbird staff represented in the meeting space.

Thunderbird staff and several guests shared presentations during the visit, which included overviews of Culture as Foundation, the Native Wellness Assessment (NWA)™, Indigenous patterns, and complex trauma. Guest speakers, Connor Lafortune, youth leader, presented Thunderbirds Life Promotion toolkit and Dr. Andrea Sereda, from the London Intercommunity Health Center, presented the Safer Supply program.

The UK Social Workers Union members expressed their thanks for the learning and discussions, and in return shared their experiences as social workers in England, Scotland, and Wales. While there were many differences, there were also some similarities including the connections between poverty, food insecurity, substance use, and lack of affordable housing.

Dēnēsųłnē (Chipewyan) pattern

## Northern Public Health Task Force on Indigenous Mental Health

The task group was assembled to provide insight and recommendations on how to best support and promote mental health and wellness to Indigenous people and identify next steps regarding the impacts of COVID-19 across sectors. The four areas that were covered included

- substance use and land-based healing,
- life promotion,
- workforce wellness, and
- family violence.



Reports on each topic were authored outlining First Nations, Inuit, and Métis strengths and innovations. All four reports have been shared widely through conference booths staffed by Thunderbird Partnership Foundation and First Peoples Wellness Circle. The report findings were also presented at several events throughout the year including Healing Our Spirit Worldwide in Vancouver and the National Summit on Indigenous Mental Wellness in Ottawa.

## The Strength of Unity – Moving Indigenous Health Forward

In September 2023, three First Nation female-led health organizations formally committed to a reciprocal relationship in a first of its kind agreement. Thunderbird Partnership Foundation, First Peoples Wellness Circle and First Nations Health Managers Association unified to work as a collaborative team to move Indigenous health forward. In the spirit of collaboration, this commitment honours and respects the key roles and mandates of each organization and their governing boards.

“It represents the unity and collaboration that we have as three First Nation health organizations. It’s an opportunity to bring our workforces together to identify ongoing efforts to bring health and wellness efforts to our communities.” said Dr. Brenda Restoule, CEO of First Peoples Wellness Circle.

“There’s many roles when it comes to First Nations wellness, and we all work together.” added Dr. Carol Hopkins, CEO of Thunderbird Partnership Foundation. “We need everybody to put their hands into the work, to care with compassion, with intelligence, and with a commitment to using culture as the foundation to create Hope, Belonging, Meaning and Purpose, which is mental wellness defined by First Nations people.”

“We are eager to continue to support our First Nations health leaders from across Turtle Island with our professional designation, health management resources and capacity development opportunities.” said Marion Crowe, CEO of First Nations Health Managers Association.

There is much to do, and the collaboration has already begun with projects like co-producing the SACRED BREATH OF LIFE television series on APTN which aired 12 episodes beginning in March of 2024. These episodes are now available online at [ihtoday.ca/sbl](http://ihtoday.ca/sbl).



## Healing Our Spirit Worldwide

The Healing Our Spirit Worldwide (HOSW) conference was held in September of 2023 in Vancouver, and Thunderbird was a proud Cedar level (\$125,000) sponsor of this event. HOSW brought together Indigenous leaders from across Canada, New Zealand, Australia, Hawaii, and the United States mainland to share and celebrate the healing power of traditional Indigenous Knowledge and cultures.

Thunderbird Partnership Foundation was a part of the planning committee for HOSW and supported our stakeholders by sharing \$50,000 across nine treatment centres and 25 individuals. Individuals received a \$2000 stipend to support their travel, lodging, and registration expenses to attend the HOSW event.

Thunderbird also hosted two very successful side events at HOSW:

- An evening meeting of representatives of the International Indigenous Drug Policy Alliance (IIDPA) was held. The IIDPA is a collaboration between Thunderbird, Aboriginal Drug & Alcohol Council of Australia, and Te Rau Ora of New Zealand. The work of the IIDPA is to ensure the world’s Indigenous Peoples have a voice on international issues about substance use and to help reduce substance use related harms while sharing cultural strengths and innovations.
- Thunderbird hosted a roundtable discussion with First Peoples Wellness Circle to discuss anti-Indigenous racism in healthcare and health outcomes.

ᓄᓕᓕᓕᓕ (Osage) pattern

## International Indigenous Drug Policy Alliance

Thunderbird is working with the Aboriginal Drug and Alcohol Council of Australia and Te Roa Ora of Aotearoa (New Zealand) to implement the International Indigenous Drug Policy Alliance (IIDPA) to ensure the world’s Indigenous people have a voice on international issues associated with substance use.

The goals of the IIDPA are to foster an international collective Indigenous voice on drug policy issues; promote Indigenous-led approaches to drug demand reduction and harm reduction; improve meaningful inclusion; challenge the false belief that a war on drugs will eliminate the drug challenges to First Nations; and increase the visibility of the impacts of the criminal justice system on Indigenous peoples and their communities.

In 2023-24 fiscal year, representatives from the IIDPA presented information and networked at international conferences including the Healing Our Spirit Worldwide event in Vancouver and will be attending the 2024 United Nations Commission on Narcotic Drugs in Vienna.



International Indigenous Drug Policy Alliance

This logo was designed by Thunderbird Partnership Foundation to reflect key branding elements of all three Alliance partners.



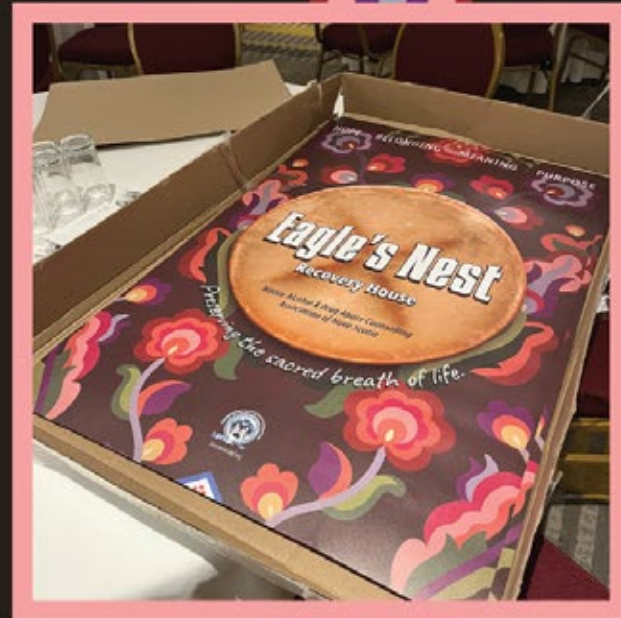
## National Treatment Gathering 2024

Thunderbird Partnership Foundation held a National Treatment Gathering from February 26 -28 in Toronto, Ontario. Over 100 participants from coast to coast to coast attended, including treatment centre staff, community mental wellness workers, and NNAPF Board Members along with Thunderbird's partners such as First Peoples Wellness Circle, First Nations Health Managers Association, and First Nations Indigenous Health Branch. Representatives from Canadian Centre on Substance Use and Addiction, Canadian Accreditation Council, and Accreditation Canada also took part in the event. The event was supported by 21 Thunderbird staff.

Attendees met to discuss and share knowledge on a variety of subjects including core competencies for a mental wellness workforce, national standardized trauma-informed curriculum, data, quality, indicators and reporting, culture in virtual care environments, and accreditation.

The Gathering also included a ceremony where 39 individuals were recognized, of which 25 were recognized directly at the event. Ten treatment centres were also recognized during the ceremony. Individuals and treatment centres were nominated by their peers and colleagues for achieving milestones and for exemplary service.

Thunderbird also hosted a round dance featured as *Remembering Our Loved Ones*, a celebration of life and wellness which engaged ceremonial protocols to support grief and healing through a special memorial dance. A round dance is a series of songs and collective dance in circular movement, symbolizing community. By engaging ceremonial protocols to include a memorial, participants are invited to remember those who have passed on from their physical life. The *Remembering Our Loved Ones* round dance invited participants, primarily front-line workers, and local community, to remember people who lost their life to substance use. Memorial protocol supports worker wellness by providing a forum for grief through the remembrance and acknowledgement of the connections made through their work.



Cree - Nêhinaw (Swampy)

## Trauma Informed Organization

### Enhancing Staff Cultural Capacity

As part of Thunderbird's investment to support cultural capacity among staff, a learning activity about *food as medicine* was held in October 2023. Staff watched Alanis Obomsawin's National Film Board film, titled *Is the Crown at war with us?*, which documented the Burnt Church Crisis of 2000 where federal fisheries waged war on Mi'kmaq fishermen in New Brunswick despite the Supreme Court's affirmation of Mi'kmaq fishing rights. Staff reflected on several questions while watching the film and engaged in knowledge sharing and reflection on *food as medicine* at a follow up staff meeting.

### Developing New Tools for Complex Trauma in First Nations Communities

Throughout last year, Thunderbird continued work on the development of a new app tailored for First Nations communities, aimed at addressing complex trauma and enhancing emotional intelligence skills.

At the heart of Thunderbird's development philosophy is a strength-based approach, emphasizing Hope, Belonging, Meaning, and Purpose. This foundational belief guides the creation of an app that not only addresses trauma but also fosters a deep sense of community and personal growth.

Upon its release, the app will offer daily check-ins, helping its users to recognize and understand their emotional landscapes. It will also offer exercises and audio meditation tailored to individual needs. Additionally, it will integrate geolocation technology to connect users with First Nation territories and local languages, enriching their sense of identity and Belonging.



Although still in development, Thunderbird's team continues to develop the app with input and collaboration from stakeholders. We continue prototyping, testing, and assembling an advisory working group, and laying down a strong technical foundation.

Thunderbird appreciates community involvement and invites those interested to join as testers or advisors. Your insights could play a crucial role in shaping this tool. To get involved, contact the communications team at [communications@thunderbirdpf.org](mailto:communications@thunderbirdpf.org).

Together, we can make a significant tool for healing and mental wellness in First Nations communities.



Delaware (Oklahoma) pattern

## Thunderbird's Internal Checkup

Each year, Thunderbird takes the pulse of its own work environment by using the Organizational Vital Signs (OVS) survey. The OVS measures the organizational climate – an overview of the employees' relationship with and within the organization. The OVS uses principles of emotional intelligence to describe employee engagement and relationship with and within the organization. It aims to identify ways to best support staff within an organization (trauma informed approach). The OVS survey was administered most years since 2013 and most recently in 2023.

This most recent survey showed that engagement levels had decreased by 4% from 2022. This may be due in part to a few reasons, such as

- a growing organization with new staff,
- staff turnover in general, and
- new staff still learning their roles and responsibilities and how the organization operates.

*It is worth noting that disengagement levels are at 0% (down from 5% the previous year), which is a good thing.*

OVS survey results were reviewed by managers in January 2024 and presented to all staff at a staff retreat, Feb 26-28, 2024. During the retreat, based on feedback provided in the OVS (e.g., team relationships, organizational flexibility, and communication), discussions were held about

- the overall survey results,
- recommended areas of improvement for the organization, and
- areas that should be addressed over short, medium, and long terms.

Organizationally, Thunderbird's next steps are to address the identified areas for improvement, nurture our strengths, and connect staff values to that of the organization.

**Know we are making a difference.**

(HOPE)

**The work is meaningful.**

(MEANING)

**Value and support staff.**

(BELONGING)

**Be a compassionate and dedicated organization to community and partners.**

(PURPOSE)

## Staffing Updates

During the past year, new roles and employees were added to the Thunderbird team with 17 new hires onboarded between April 2023 and March 2024. Some of the positions filled included

- I.T. Systems Administrator, Human Resources Assistant, and Inventory Specialist for the Operations team,
- Trainers and Facilitator Coach Navigator for the Training and Education team, and
- Epidemiologist and various Addictions Program positions for the Research team.

A whole new team was also added to the organization – the Online Training team. This team focuses on curriculum development, instructional design and learning management systems for self-directed courses.

The Regional Mental Wellness Coordinator position is another brand-new role added to the organization to focus on expanding capacities for the regions nationwide. Regional Mental Wellness Coordinators also work with First Peoples Wellness Circle.

## Operational Updates

### Administration and Human Resources

The orientation of new employees has been updated and is now a two-day process specific to Administration, Information Technology and Human Resources. Information provided includes a profile of the work of Thunderbird Partnership Foundation such as history and timeline, mission/vision/mandate, and an overview of our three guiding frameworks. Orientation also encompasses information about Thunderbird's Board of Directors, departments and team members, administration guidance, information management, office equipment, and our human resources manual and handbook. Thunderbird's revamp of the employee dashboard is also introduced to new hires so that they have a quick reference guide for the staff listing, recruitment status and vacancy report, new hires update, calendar of events, employee benefits, and Health and Safety Committee information.

## Group Benefits Update

In an ongoing effort to support staff wellness Thunderbird staff were invited to take part in a survey to capture feedback on the current extended health benefits package. A majority of staff (75%) responded to the survey providing feedback on Thunderbird's health, dental, and employee and family assistance program. Staff provided information reflecting their

- understanding of how to access benefits,
- overall use of benefits,
- satisfaction levels with available benefits, and
- general comments, concerns, and suggestions.

This led to the update of Thunderbird's internal dashboard with clear information about extended health benefits including how to access the benefits and what the access limitations are, as this may not be clear in our policy booklets.

Thunderbird will continue efforts to further support staff satisfaction by analyzing feedback about staff use of paramedical practitioners, ensuring the pre-approval process is clear, and exploring the feasibility of health spending accounts.



Oglala Lakota pattern

## Culture in Virtual Care Environments



### Considerations for Wise Practices in a Digital Age

Culture is the foundation of Indigenous identity inclusive of connection to land, language and cultural lifeway practices.

Thunderbird is now in the final stages of developing a resource to support culture as treatment in virtual services. This toolkit will provide guidance for including Indigenous Knowledge and culture in virtual environments, ensuring consideration and respect for diversity of protocols amongst distinct Indigenous Nations.

This new resource will also outline

- the necessary considerations for setting up parameters to maintain the integrity of Indigenous Knowledge within the framework of Indigenous laws,
- protection from cultural appropriation, and
- the limitations in what can be safely shared in virtual environments.

The content will include best and wise practices gathered from the front-line workforce who have implemented cultural knowledge sharing in virtual care following the protocols of their communities. The protocols were determined through discussion with and direction from Indigenous Knowledge Keepers and Elders.



Foundational resources being used to develop the new resource include

- Honouring our Strengths: A Renewed Framework to Address Substance Use Issues Among First Nations People in Canada,
- First Nations Mental Wellness Continuum Framework, and
- Indigenous Wellness Framework Reference Guide.

Knowledge collection to inform the guidance document included a scoping review, qualitative interviews, and a consultation session with attending stakeholders during Thunderbird's National Treatment Gathering in February 2024.

Themes that emerged:

- Respect local norms and customs
- Create tiered models of cultural engagement
- Protect Indigenous Knowledge from cultural appropriation
- Connect treatment users with in-person teaching experiences
- Use multiple modalities to increase engagement
- Embed opportunities for reciprocity
- Create culturally safe virtual care environments
- Use best and wise practices and protocols when sharing cultural knowledge in virtual care programming
- Use best and wise practices to engage with Knowledge Keepers and Elders in relation to virtual care programming
- Set parameters for sharing Indigenous Knowledge and culture in a virtual environment

Nde (San Carlos Apache) pattern

## Virtual Community of Practice – French Translation

The Community of Practice (CoP) is a virtual continuous learning and networking platform comprised of the First Nations workforce and service providers who have completed one or more of the certified training courses offered through Thunderbird Partnership Foundation. The focus of further development in 2023-2024 was to complete French translation of additional sections of the CoP.

CoP Trainer journeys are designed to support Certified Regional Trainers, provide quality assurance mechanisms, and enhance capacity to provide access regionally and nationally to Thunderbird's growing roster of training courses. The CoP training hubs and Program Facilitator hubs are populated with resources specific to the subject matter and purpose of the training course and provide an opportunity for people in similar fields of work to network with one another and remain connected to Thunderbird.



Three Train the Trainer journeys, three course training hubs and one Program Facilitator hub were translated, mirroring the English sections of the CoP, as noted below:

- Wise Practices for Life Promotion, Train the Trainer journey, and Wise Practices for Life Promotion training hub
- First Nations Mental Wellness Continuum, Train the Trainer (FNMWC) journey, and the FNMWC training hub
- Cannabis Education for First Nations, Train the Trainer journey, and Cannabis Education for the First Nations training hub
- Buffalo Riders - Youth Early Intervention Program Facilitator hub



## Standardized Treatment Curriculum Update

Thunderbird has continued to develop standardized treatment curriculum which was also a key topic at the National Treatment Gathering in February. The curriculum will be flexible to honor regional needs and consider culturally relevant foundations. Over the past year, Thunderbird has collected insights and reflections about this topic, especially from our stakeholders who provided their feedback and ideas at the Gathering.

Tsuu T'ina pattern

## Birch Website Set to Launch in 2024

Three years ago, what began as an idea to support First Nations mental wellness and addiction treatment programs virtually, is now a few steps away from official launch. BIRCH, which means *Bundle of Interventions, Resources and Cultural Hub*, now exists as a draft website, ready for final reviews. Though BIRCH has been developed with resources grounded in First Nations culture for First Nation communities, it has also considered the things that are common across the different cultures.

Throughout the past year, Thunderbird and its project partners have pushed forward with content development and web structure for BIRCH to support an internal resource hub for treatment centres to connect, share programming content, promote best and wise practices, share policies and procedures, and manage processes. BIRCH is now ready to move forward to First Nation partners and communities for review, feedback, and validation. A professional video showcasing the website has also been produced, ready to help promote the site when the time comes.

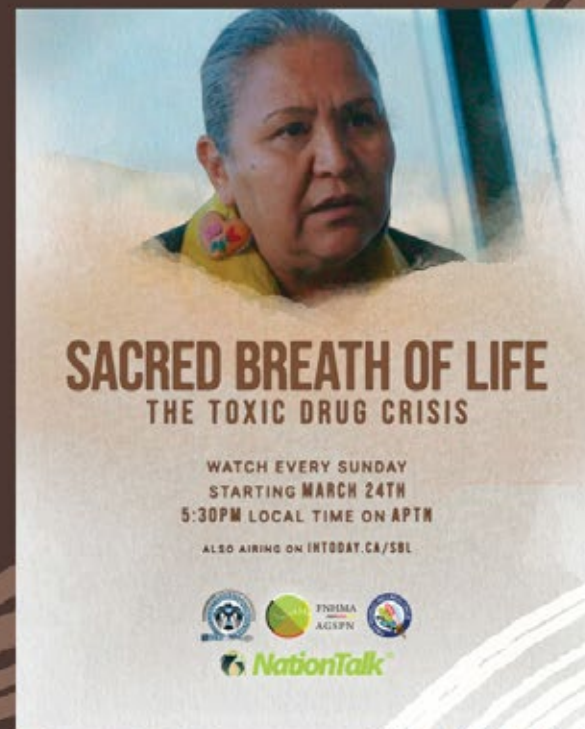
The official BIRCH website launch is expected to take place in the fall of 2024.

Rarámuri (Tarahumara) pattern

## Harm Reduction Campaign Evolves

During 2023, Thunderbird worked to further evolve the harm reduction campaign which first launched in 2022. Interviews with Indigenous harm reduction partners and substance-use topic experts from across Turtle Island were recorded and featured in a season of programs on APTN titled *Sacred Breath of Life: Protecting Against the Toxic Drug Crisis*. The program was created as a documentary series that sought to illuminate the challenges, triumphs, and resilience of Indigenous communities. Each episode delved into different facets of substance use, recovery, and community support, aiming to destigmatize these issues and foster a greater understanding. The *Sacred Breath of Life* series also strived to instill Hope, foster a sense of Belonging, uncover Meaning, and highlight Purpose while also raising awareness and advocating for inclusive approaches to substance use recovery.

The first of 12 episodes of *Sacred Breath of Life* aired Sunday March 24th 2024 on APTN. Past episodes remain available to watch online at [ihtoday.ca/sbl](http://ihtoday.ca/sbl).



## Researching Parental Cannabis Use and Child Welfare

In 2022, Thunderbird Partnership Foundation, along with Lakehead University and the Mental Health Commission of Canada as partners, began a research project about cannabis use among parents and caregivers in First Nations communities. There is limited literature on the impact of cannabis legalization on child welfare investigations for Indigenous communities, but it is known that Indigenous children are overrepresented in the child welfare system, particularly if there is police involvement and substance use is present.

Multiple methods have been employed in this research project including literature reviews, working groups, surveys, and one-on-one interviews. During 2023, interviews with Elders were conducted to gain further insight about Indigenous cultural understandings of cannabis and its use among parents.

Thematic analysis of these interviews revealed six main themes, including Indigenous holistic perspectives on natural plants and changing the narrative around cannabis. Elders emphasized the importance of using cannabis safely and differentiating between recreational, ceremonial, and medicinal use. The parallel approach of using both Indigenous and Western systems was also discussed to support parents who use cannabis. Workforce development, including increased funding and Indigenous representation, was highlighted as crucial for child welfare agencies.

Once this research project is completed, findings will be used to educate parents who use cannabis and child welfare workers serving First Nations families.

## Naloxone Distribution

Thunderbird Partnership Foundation acquired naloxone kits for distribution to our stakeholders to support First Nations communities and addiction treatment programs in responding to toxic drug use and toxic drug poisoning. Naloxone is an important tool in reversing opioid poisoning and preventing death for those who use opioids or other substances containing opioids.



### Each naloxone kit includes:

- 1 reusable case
- 2 doses of 4mg naloxone hydrochloride nasal spray
- 1 CPR face shield
- 1 pair of latex gloves
- 1 Opioid Overdose instruction card

During the past year, Thunderbird distributed 3,170 kits supplying over 54 health and treatment centres serving on-reserve First Nations communities. Thunderbird plans to continue distributing naloxone kits during 2024-25. Kits can be ordered by scanning the QR code to submit a request form.



Chahta Yakni (Choctaw) pattern

## Social Media, Websites & Podcast Analytics

### Thunderbird Websites Welcome More Visitors in 2023

Thunderbirdpf.org and WisePractices.ca both saw solid increases in visitor numbers over the previous year and more importantly, recorded high engagement levels suggesting visitors found value in the website material. Thunderbird's Community of Practice (CoP) site also saw high visitor numbers and very high engagement levels (average engagement was 6 minutes and 22 seconds).

 <p><b>ThunderbirdPF.org</b> 57,000 visitors, average engagement time is 1 min 41 secs (more than 60 seconds is considered to be high engagement).</p>	 <p><b>WisePractices.ca</b> 10,715 visitors, average visit lasted 1.21 minutes (very engaged), 81% of visitors are new, 18.9% are returning visitors.</p>
 <p><b>CultureForLife.ca</b> 2,900 visitors, most of whom went directly to the site.</p>	 <p><b>Community of Practice</b> 2,600 users, average engagement is 6 min 22 sec (very engaged), most users go directly to the site.</p>





### Mino Bimaadziwin Podcast Focuses on Treatment Centres in 2023/24

2023-24 was another good year for Thunderbird's Mino Bimaadziwin podcast with 2,792 listens! Engagement remains very high with 77% of those tuning in to our podcast choosing to listen for the majority of each episode! Data also reveals that Mino Bimaadziwin is listened to by people from coast to coast in Canada, along with listeners in North America, Europe, Asia, and Oceania.





Mino Bimaadziwin episodes recorded in 2023-24 include:

- EPISODE #16**  
The Benefits and Challenges of Addictions Services Accreditation with Dawna Prosper, Executive Director of the Native Alcohol and Drug Abuse and Counseling Association and a proud member of the Eskasoni First Nation of Cape Breton
- EPISODE #17**  
Training and Accreditation in First Nation's Youth Treatment Centres with Deb Dell and Karen Main who both work with Youth Solvent Addiction Committee (YSAC), a network of 10 First Nation Youth Residential Treatment Centres across Canada
- EPISODE #18**  
Doing What You Gotta Do For Your People with Theresa Crow-Spreading-His-Wings and Sandra Malcolm from the Native Addictions Council of Manitoba
- EPISODE #19**  
Virtual Treatment Centres for Drug and Alcohol Addiction with Wanda Smith, Executive Director of Native Horizons Treatment Centre in the Mississaugas of the Credit First Nation
- EPISODE #20**  
Wanaki Centre – An Inuit and First Nations Addiction Treatment Centre with Gilbert Whiteduck and Jamie Carle, Program and Services Team Lead and Nurse, respectively, delivering harm reduction programming at Wanaki Centre in the Kitigan Zibi Anishinabeg community in Quebec
- EPISODE #21**  
Safer Opioid Supply with Dr. Andrea Sereda, lead physician at the London, Ontario Intercommunity Health Centre's Health Outreach program and founding physician for Safer Opioid Supply
- EPISODE #22**  
Leading the Way – Health Transformation and the Anishinabek Nation with Loretta Nootchai and John Scherebnyj who are helping lead the health transformation that has been ongoing in the Anishinabek Nation since 2016

### Social Media Channels Increase Reach and Engagement

 <p>In 2023-24, Thunderbird's main Facebook page increased by 13% to 4,100 followers with the addition of 481 new followers.</p>	 <p>Thunderbird's LinkedIn account almost doubled with 1,095 followers which is an increase of 519 new followers since last year at this time.</p>	 <p>Thunderbird's Instagram account has enjoyed steady growth and now has 336 followers, which is approximately 1/3 increase up from 215 the previous year.</p>	 <p>Our former Twitter account sits at 2,813 followers, which represents a slight decline in followers (down 25) from last year. Our loss of followers on this channel could be due to the change from Twitter to X.</p>
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## Financial Overview

	<b>ASSETS</b> (unaudited)		
	Current	95.5%	5,843,520.00
	Fixed	4.5%	266,826.00
			<b>6,110,346.00</b>
	<b>LIABILITIES</b> (unaudited)		
	Liabilities	4.5%	282,217.00
	Equity	95.5%	5,828,129.00
			<b>6,110,346.00</b>
	<b>REVENUE</b>		
	Indigenous Services Canada		9,635,103.00
	Other Programs		565,056.00
			<b>10,202,159.00</b>
	<b>EXPENSES</b>		
	Indigenous Services Canada		7,337,318.00
	Other Programs		267,132.00
			<b>7,604,450.00</b>

Lingít Aaní (Tlingit) pattern

## Grants & Awards



### McConnell Foundation

Thunderbird was awarded a three-year support grant from the McConnell Foundation to work with the Integrated Youth Services (IYS) Indigenous Network and provincial/territorial IYS initiatives. The goal of the project is to deliver training and capacity building opportunities that can support more culturally responsive approaches to youth mental health in IYS settings.



### Ridgetown Hall of Excellence

Thunderbird Partnership Foundation CEO, Dr. Carol Hopkins, was inducted into Ridgetown District High School's Hall of Excellence during commencement exercises at the Rudy Brown Building at Ridgetown College on June 29, 2023. The Chief and Council of the Delaware Nation at Moraviantown also acknowledged Carol for this distinction with gifts and a community luncheon.

Skarù:rq' (Tuscarora) pattern

## Conferences & Partner Connections

### APRIL

**First Nations Health & Wellness Summit:** Grief and Loss from the Toxic Drug Supply, Vancouver

**CACP Decriminalization:** The Good, the Bad and the Indifferent, Winnipeg

**Canadian Association of the Chiefs of Police:** Decriminalization and First Nations

Carol joined an episode of the *"Walrus Talks"* that focused on Indigenous Health and supported the Workforce Wellness initiative. [YouTube: youtu.be/eT6KwyG52dE](https://youtu.be/eT6KwyG52dE)

**Sioux Lookout First Nation:** Meegahsotahmahtisowin Gathering & Ahnookeewin. Strategies to address Youth Addictions

**Addictions and Alcohol Strategy,** Lac Seul First Nation

### JULY

**International Positive Psychology Association 8th IPPA World Congress 2023** Hosted by IPPA, Vancouver - Keynote on Native Wellness Assessment

### SEPTEMBER

**Healing Our Spirit Worldwide,** Vancouver - supported workforce connection, knowledge transfer, and provided virtual training

### OCTOBER

**5th World Mental Health Summit,** Buenos Aries, Argentina

**Health Canada: Workforce Wellness, "Shaping Healthy Workplaces: Best Practices in Wellness and Retention of Healthcare Workers"**

**Residential School Conference:** Culture Based Approaches to Healing, Chippewas of the Thames First Nation

### NOVEMBER

**Epigenetics Training:** Grand Rapids, Manitoba

**First Nations Health Managers Association Conference,** St Johns Newfoundland - Knowledge Translation & National Workforce Association Development, Harm Reduction & Naloxone Training

**Issues of Substance Conference,** Vancouver - National Workforce Association Development, Cannabis Education for First Nations, Wise Practices for Life Promotion Training, Presentations for Buffalo Riders Youth Early Intervention Training and Harm Reduction & Naloxone Training

**National Summit on Indigenous Mental Wellness,** Ottawa

**ISC Regional Medical Officers of Health: Supporting Community Healing in Relation to Sexual Abuse**

**Harm Reduction Approaches for First Nations Communities,** Ontario

**Regional Joint Gathering (ISC & COO),** Toronto

**CCSA Issues of Substance Conference,** Vancouver

### JANUARY 2024

**Indigenous Services Canada: Mental Health Emergency Management**

**First Nations Child and Family Wellbeing Association, Indigenous Child and Family Well Being Conference:** Keynote Address on Promoting Wellness for First Nations Children and Youth

### FEBRUARY 2024

**National Treatment Gathering,** Toronto – Culture in Virtual Care Environments

### MARCH 2024

**Assembly of First Nations:** Vicarious Trauma, Jordan's Principle Facilitators Gathering

**Health Canada: Workforce Wellness, "Shaping Healthy Workplaces: Best Practices in Wellness and Retention of Healthcare Workers"**

**Residential School Conference:** Chippewas of the Thames First Nation - Culture Based Approaches to Healing

**Chiefs of Ontario Mental Wellness Conference:** Harm Reduction & Naloxone Training

**Nishnawbe Aski Nation: 'We Walk Together' Community Wellness Event:** Thunderbird Cannabis Trainings

## Distributed Resources



Surveys  
450



Youth Surveys  
65



HOS  
1,695



FNMWC  
2,088



FNMWC Wheels  
2,555



Guidebooks/Toolkits  
11,259



Cannabis Info  
1,003



Opioid Info  
2,696



Training Workbooks  
5,007



Service Delivery Models  
1,691



Annual Reports  
467



USB Sticks  
2,582



Brochures/Bags  
2,982



Life Promotion Toolkits  
2,120



Naloxone Kits  
3,170



French Resources  
213

### Lending Library



Tablets  
13



Internet Sticks  
4



Laptops  
1



