

Northern Nishnawbe Education Council & Dennis Franklin Cromarty High School's Third Annual Joint Report on the Status & Implementation of Jury Recommendations from the Inquest into the Deaths of Seven First Nations Youth



June 28th, 2019

The Seven First Nations Youth Inquest, which was held at the Thunder Bay Courthouse from October 5th, 2015 to June 28th, 2016, examined the circumstances of seven youth from remote Northern communities who died between the years 2000-2011 while attending school in Thunder Bay. On June 28th, 2016 the Jury released 145 Recommendations which were directed to a number of different parties, including: Canada, The City of Thunder Bay, Dennis Franklin Cromarty High School (“DFCHS”), Keewatinook Okimakanak (“KO”), Liquor Control Board of Ontario (“LCBO”), Matawa Learning Centre (“MLC”), Nishnawbe Aski Nation (“NAN”), Nishnawbe Aski Police Service (“NAPS”), Northern Nishnawbe Education Council (“NNEC”), The Office of the Chief Coroner, Ontario, P.A.R.T.Y. Program of Thunder Bay, and the Thunder Bay Police Service (“TBPS”). NNEC and DFCHS collectively received 25 specific recommendations. One of the recommendations from the Inquest was for each of the parties to provide an annual report; this is the third annual report that will have been submitted to date.

The immediate implementation of these recommendations continues to be paramount to NNEC and DFCHS, as the safety and well-being of our students is our primary concern. To this end, the same individual has served in the Inquest Coordinator role for the past three years which has ensured consistency in working with NNEC senior level staff, named partners, and other organizations to oversee the prompt and proper implementation of each of these recommendations.

As will be made evident in the following report, NNEC and DFCHS continue to go to great lengths to advocate for, and implement, the recommendations to improve the safety of students who attend NNEC administered high schools. It should be noted that this document continues to be a joint report on the recommendations assigned to both NNEC and DFCHS, since NNEC is the organization that oversees and manages any activity that is undertaken at DFCHS. It should also be noted that the only recommendation where NNEC is not listed alongside DFCHS is Recommendation #116.

While there has been considerable progress achieved since the release of the 145 Inquest Recommendations three years ago, there continues to be major obstacles that NNEC faces which significantly hinder our efforts to fully implement our assigned recommendations. While we continue to see substantial commitments from our Government partners in the way of collaboration, resources, and short-term funding commitments; NNEC *still* does not receive sufficient, ongoing, predictable, and reliable funding to operate our programs. While helpful, the funding that NNEC does receive is still year to year and largely proposal based. Without the capacity to develop long-term plans due to this uncertainty, NNEC continues to struggle financially to deliver high quality educational programming, to maintain infrastructure, to tend to operations and maintenance, to provide safe spaces during and after school hours, and to provide other crucial supports to our youth.

Currently, there continue to be major changes to policy and funding mechanisms for First Nations education that are taking place with our Government partners, which have helped to begin to alleviate many of the challenges that we face as a First Nations Education Organization. While an abundance of meaningful work has been undertaken, NNEC would like to urge our Government partners to continue working towards assisting organizations like NNEC as they deliver education and services for our youth that are equitable and reliable, and to continue to help give our youth the best chance to be successful in their education and in their lives in the future.

Recommendation #6

Description of Recommendation:

In order to commemorate the lives of Jethro Anderson, Curran Strang, Paul Panacheese, Robyn Harper, Reggie Bushie, Kyle Morrissette and Jordan Wabasse, and in consultation with their families, memorial scholarships should be awarded to students in high school who excel at the talents in which the seven youths were gifted.

Parties Named in Recommendation:

Canada, Ontario, NNEC, KO, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- With help from resources from Ontario, NNEC was able to undertake consultation with the four families that were interested in developing memorial scholarships, to award to students who excelled at the talents in which these youth were gifted.
- With the guidance of the respective families, we are pleased to report that we were able to successfully develop and implement these memorial scholarships for the end of the 2018-2019 school year as stated as our goal in last year's report.
- These awards were presented to recognize a number of different skills and attributes including but not limited to art, sports, academics, language, and humanitarianism during Graduation ceremonies of each of the families choosing.
- The annual presentation of these awards, which allows an opportunity for the memory of these students to be celebrated each year, is contingent on funding from Ontario.

Recommendation #7

Description of Recommendation:

In moving forward with any initiatives that respond to the Inquest Recommendations, the parties should be guided by the following statements:

- i. All of the Treaty Partners, including Indigenous communities and governments, Canada and Ontario, must respect the treaty rights of others and work together towards fulfilling treaty obligations;
- ii. First Nations governments exercise inherent control over their education systems;
- iii. First Nation communities seek to have greater responsibility to govern their own spiritual, cultural, social, and economic affairs;
- iv. Without the improvement of conditions in First Nations reserve communities, a gap in education outcomes between Indigenous and non-Indigenous students will remain;
- v. Canada should support individual First Nations communities as they develop local solutions to the effects of colonial policy; and
- vi. In order to ensure timely delivery of publicly funded services to First Nations children, where jurisdictional divisions or disputes within or between governments threaten to delay or impede the provision of services, Jordan's Principle should apply

Parties Named in Recommendation:

Canada, Ontario, The City of Thunder Bay, TBPS, NAN, NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- NNEC continues to adhere by the guiding principles (i.-vi.) stated in Section II under Recommendation #7 in moving forward with Inquest Recommendations.

Recommendation #49

Description of Recommendation:

In order to provide students from First Nations communities in NAN Territory and their families with firsthand information regarding the community supports and opportunities that are available when they attend school in Thunder Bay, consult with other community partners to encourage and facilitate visits by those community partners to the NAN communities to speak and engage with students prior to their move to Thunder Bay.

Parties Named in Recommendation:

Canada, Ontario, The City of Thunder Bay, NAN, NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- NNEC continues to travel to the First Nations communities that we serve each year to provide first-hand information regarding community supports and opportunities that are available to students while they are in Thunder Bay.
- In relation to Recommendation #43, and with assistance from Canada, NNEC will be flying out Grade 7/8's from their communities this fall to engage in the "D.F.C. Experience", which allows students to get immersed in our school program as well as life in an urban setting. This also gives students a preview all of the community supports that are available to them firsthand.
- Renewed funding from Ontario has allowed for our Transition Coordinator to continue to visit our communities frequently throughout the 2018-2019 school year to help provide information and guidance to students before and during the time they are at NNEC schools.
- While we have seen great success from our Transition Coordinator in helping assist and support students as they leave their communities for large urban centres and new school programs, the continuation of this support program for 2019-2020 is contingent on funding from Ontario.

Recommendation #51

Description of Recommendation:

Canada, NNEC and MLC should form a working group to establish a mutually beneficial relationship in regards to sharing resources in one central facility in Thunder Bay.

Parties Named in Recommendation:

Canada, NNEC, and MLC

Status of Recommendation:

Accepted/Pending

Ontario Chief Coroner Response Code:

2 (Under Consideration)

Actions Towards Implementation:

- NNEC continues to be prepared to participate in a working group with Canada and MLC to further discuss the potential for opportunities for sharing resources; though, similar to MLC, NNEC prefers to pursue our own Student Living Centre pursuant to Recommendation #59.

Recommendation #60

Description of Recommendation:

The City of Thunder Bay should work with NNEC to ensure that any zoning and by-law issues that may arise for the construction of facilities can be avoided or resolved.

Parties Named in Recommendation:

NNEC and The City of Thunder Bay

Status of Recommendation:

Accepted/In Progress

Ontario Chief Coroner Response Code:

1A (Recommendation *will* be implemented)

Actions Towards Implementation:

- Preliminary discussions with The City of Thunder Bay with regards to matters relating to by-laws and zoning have been undertaken.
- As we near the completion of our Feasibility Study, we are hopeful that we will be moving forward with new facilities for education and accommodations here in the city and are confident that our relationship with The City of Thunder Bay will allow for swift movement in relation to by-laws and zoning to expedite this process.

Recommendation #64

Description of Recommendation:

In order to improve education outcomes of First Nations youth who attend secondary school in Thunder Bay and to develop important values, in consultation with NNEC, KO, DFCHS, Pelican Falls First Nations High School (“PFFNHS”) and MLC, provide on-going, predictable and reliable funding to ensure that there is an appropriate staff complement and programs to address the cultural needs of DFCHS, PFFNHS and MLC students starting for the 2016-2017 school year, including:

- i. Appropriate ratio of education assistants to students;
- ii. Appropriate number of Elders (male and female) to be available during school hours;
- iii. Dedicated space for the Elders to spend time with students and resources for the activities that they wish to engage in with the students;
- iv. Curriculum development that supports language, culture and traditional activities;
- v. Regular professional development for teachers with respect to how to incorporate traditional language, culture and activities in day-to-day teaching;
- vi. Additional staff member or members required for each school whose sole role is to take the lead in teaching traditional skills, culture and land based learning;
- vii. Funding for land-based learning; and
- viii. Funding to facilitate the development and implementation of Ojibway/Cree immersion programming

Parties Named in Recommendation:

Canada, NNEC, KO, and MLC

Status of Recommendation:

Accepted/Pending

Ontario Chief Coroner Response Code:

3 Unresolved Issues

Actions Towards Implementation:

- While NNEC is gracious to be able to receive funding for a number of the items listed above through different proposal based programs, we continue to look for long-term commitments from Canada and Ontario for ongoing, predictable and reliable funding; so that we can build programs that are sustainable and are able to grow and adapt to the needs of our youth as we move forward as an organization.
- To this affect, this recommendation remains pending.

Recommendation #65

Description of Recommendation:

All intake forms, behaviour contracts, report cards and any other documentation that is given to the parents regarding their children should be provided to them in their preferred language.

Parties Named in Recommendation:

NNEC, KO, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- NNEC has successfully acquired one full-time Indigenous Language Lead for our DFCHS site, whose primary function is to translate intake forms, behaviour contracts, report cards and any other documentation that is given to parents regarding their children to ensure that this information is provided to them in their preferred language.
- This has been made possible due to proposal based funding from Ontario; with which we also intend to duplicate this position at PFFNHS. Unfortunately, due to lack of human resources, we have been unsuccessful in filling the position thus far. For the time being, our Language Lead at DFCHS will also be working with PFFNHS to help to translate relevant documents.
- Beyond translation, the Language Lead positions will also help to revitalize the language in NNEC schools by pursuing new approaches to working Indigenous Language in across the curriculum, pursuing professional development opportunities and conferences for staff and students, and supporting our Indigenous language programs by researching and developing new resources for implementation.
- After the conclusion of the 2019-2020 school year, this crucial initiative will be contingent on ongoing, predictable and reliable funding.

Recommendation #71

Description of Recommendation:

In order to ensure that any special needs or supports required for First Nations students are identified and addressed while attending secondary school in Thunder Bay, ensure that funding and resources are in place upon arrival of students in Thunder Bay to identify:

- i. Special education needs;
- ii. Substance and/or alcohol abuse issues;
- iii. Mental health issues; and
- iv. Any other supports required, including gaps in academic achievements that require additional supports or additional time for achieving necessary credit for graduation

Parties Named in Recommendation:

Canada, NNEC, KO, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- Proposal based funding has allowed for a full range of support including but not limited to: special education needs, substance and/or alcohol issues, mental health issues, and other supports including academic achievement
- Some of the supports made available due to proposal based funding through both Canada and Ontario include but are not limited to: Special Education Programming, a Mental Health and Addictions Counsellor, Psychologist, Psychiatrist, Social Counsellors, Elders, Land Based Learning Programming, Transition Coordinator, Education System Navigator/Re-engagement Coordinator, and Student Achievement Officers.
- While the focus of this recommendation revolves around Thunder Bay, we are still looking to duplicate these services for our students attending Pelican, though human resource issues continue to present a number of challenges in the area.

- While we are listing the status of this recommendation as “complete”, the continued implementation of this recommendation and the services provided therein to best support our youth are contingent on ongoing, predictable, and reliable funding from Canada and Ontario.

Recommendation #73

Description of Recommendation:

In order to ensure that students receive orientation at the time of their arrival as well as ongoing support as they transition to life in Thunder Bay, in addition to the current orientation sessions conducted by DFCHS, MLC, the City of Thunder Bay and other community partners, new students should be partnered with peer mentors who have experience in Thunder Bay and are willing to assist with day-to-day issues that may arise, including:

- i. Resisting negative peer pressure;
- ii. Reporting incidents of racism;
- iii. Encouraging students to attend school and apply themselves to their studies;
- iv. Reporting concerns regarding boarding homes;
- v. Promoting healthy lifestyles; and
- vi. Organizing activities to reduce risk factors

Parties Named in Recommendation:

NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- During the 2018-2019 school year a Peer Mentor program was developed and implemented so that older more experienced students were able to help younger students transition to life away from home in a large urban centre.
- The program was managed by our new Transition Coordinator and helped deter new students from high-risk behaviour, encouraged new students to resist negative peer pressure, helped them to understand how to deal with potential incidents of racism, encouraged students to attend school and be successful in their studies, helped them feel comfortable to report any

concerns regarding boarding home accommodations, and helped to encourage new students to pursue a healthy active lifestyle. This program was extremely beneficial as it added a layer of support for students transitioning to life outside of their home communities.

- It was clear that Peer Mentors felt a sense of pride as they developed their leadership skills and helped to guide the younger generation of students towards making positive life choices as they acquired credits towards their Ontario Secondary School Diploma away from home.
- This program was a great success at both of our high schools and we are looking forward to building on this success as we implement new aspects of the program in the 2019-2020 school year.

Recommendation #81

Description of Recommendation:

In order to ensure the safety of all First Nation students while going to school on-reserve or off-reserve, conduct annual training of all staff and boarding parents associated with First Nation schools with respect to:

- i. Recognition, management and care of intoxicated students;
- ii. Crisis intervention;
- iii. Suicide prevention; and
- iv. First aid, including cardiopulmonary resuscitation

Parties Named in Recommendation:

NAN, NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- NNEC staff continue to receive First Aid training, On-Call training, and Applied Suicide Intervention Skills Training (A.S.I.S.T.) to ensure that our staff and boarding home parents are best equipped to ensure the safety of our First Nations students while they are away from their communities for school.

Recommendation #83

Description of Recommendation:

In order to increase awareness regarding risks related to alcohol, substance and solvent use and ensure consistent mandatory education of First Nations students attending school in Thunder Bay, in consultation with local community partners, including the Centres for Addiction and Mental Health, the Thunder Bay District Health Unit and Dilico ensure that students are provided with regular, appropriate, accurate, up-to-date information relating to:

- i. The health and social issues associated with alcohol, substance and solvent use;
- ii. The legal consequences of underage drinking;
- iii. The resources available in the community to address issues relating to alcohol, substance and solvent use;
- iv. Current misconceptions relating to “accepted” drinking practices (ie: drinking homebrew vs spirits); and
- v. The importance of assisting and staying with intoxicated peers and reporting any concerns to boarding parents, on-call workers, and other support workers

Parties Named in Recommendation:

NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- DFCHS continues to cherish our partnership with Dilico that enables two of their “Youth Outreach Workers” to continue to run an after school program to provide support, educate, and increase the awareness among students about the consequences of high risk behaviour.
- This program also continues to facilitate activities at the school to keep our youth engaged and conversely away from high risk behaviour. Each semester students are also involved in the “Prevent Alcohol & Risk-related Trauma in Youth” (P.A.R.T.Y.) program at the Thunder Bay

Regional Health Sciences Centre, which helps to act as a strong deterrent of high-risk behaviour.

- NNEC is continuing to pursue and build additional partnerships to provide additional services to keep our youth safe and well informed. During the 2019-2020 school year, we will be working with the City of Thunder Bay to provide additional opportunities and supports for our students through the “Youth Inclusion Program”, which has been funded by Public Safety Canada.

Recommendation #84

Description of Recommendation:

In order to allow students to continue their education in Thunder Bay while dealing with substance or alcohol issues, in consultation with local community partners, NNEC, KO and MLC should continue to develop harm reduction programs to address alcohol and substance use by students at their schools. The development of such programs should consider including a day program (if necessary) or a course option for students at the school. Canada should sufficiently fund NNEC, KO and MLC for these activities.

Parties Named in Recommendation:

Canada, NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- As previously mentioned, proposal based funding continues to provide a number of important services for our youth which help to comprise an effective harm reduction program.
- With the continued help of our primary care team which includes a Nurse Practitioner and a Registered Nurse, our tertiary care team which consisted of an Adolescent Psychiatrist and Psychologist, as well as daily Counselling for our youth, we were able to continue to collect an array of pertinent data which has helped to inform Student Care Plans. It should be noted that Elders and Land Based Learning opportunities are also crucial to the well-being of our students.
- These additional services continue to make an enormous difference by helping to stabilize youth with mental health issues and mental illnesses. Statistics continue to show that once mental health challenges have been addressed these students were far more successful in their studies.
- NNEC was successful in acquiring proposal based funding through Canada to develop and share electronic medical records amongst health care professionals to track student's behaviour to better inform the development of harm reduction programs. This has enabled us to develop individual care plans for each of our NNEC students.

- It should be noted that “Waakaahikan”, our safe sober space, has also played a key role in supporting our harm reduction program, as it has provided students with an array of challenges with a safe space to decompress, and has also allowed us to gather data to get students into proper follow up programming or aftercare.
- As mentioned previously, we are looking to duplicate these services at PFFNHS, though human resource challenges continue to be an issue.
- While we have seen major success from this approach, it is still largely based on proposal based funding. Moving forward, we require ongoing, predictable and reliable funding to continue to operate these types of programs successfully.

Recommendation #85

Description of Recommendation:

In order to assist First Nations students in Thunder Bay with alcohol/substance use and addiction problems, in consultation with community partners, including the Centres for Addiction and Mental Health, Dilico, and St. Joseph's Care Group, explore alternatives to sending students back to their home communities, including treatment programs that would allow students to pursue their studies in Thunder Bay.

Parties Named in Recommendation:

NNEC, KO, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- NNEC continues to explore whatever alternatives are available to allow students to receive the assistance they need which will still enable them to pursue their studies rather than be sent home to their communities.
- Though NNEC has not been able to secure ongoing, predictable, and reliable funding; proposal based funding has helped to develop more comprehensive Student Care Plans for students that suffer from alcohol and/or substance abuse issues, further enabling us to explore additional alternatives to sending these students home due to their health and safety issues.
- Ongoing conversations with important community partners such as the Centres for Addiction and Mental Health, Dilico, and St. Josephs Care Group continue to be pivotal to the development of this framework and consequent treatment programs.

Recommendation #86

Description of Recommendation:

In order to increase awareness of DFCHS and MLC students regarding the risks associated with the purchase of alcohol through second party purchasers (“runners”), consider incorporating the Crimestoppers video made by DFCHS students into the orientation session held upon the arrival of new students in Thunder Bay each September. If the Crimestoppers video is not incorporated, include information in the orientation regarding the risks associated with the purchase of alcohol through second party purchasers.

Parties Named in Recommendation:

NNEC, KO, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- At the start of the 2017-2018 school year, DFCHS began to implement the usage of the DFCHS Crimestoppers Video bi-annually during student orientation, which showcases the risks students face when coming into contact with second party purchasers of alcohol (runners). Further discussion around these risks continues to be undertaken after viewing.

Recommendation #87

Description of Recommendation:

In order to ensure continuity of care and increased prospect (where desired) of a return to Thunder Bay for those students who are sent back due to health and safety concerns, make all efforts to ensure that community supports, including a continuing education, health and mental health plan, are in place prior to sending a student back to his or her home community. Canada and Ontario should ensure that there is sufficient funding and resources in place for these support programs.

Parties Named in Recommendation:

Canada, Ontario, NAN, NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- NNEC offers continued education plans through our WAHSA Distance Education program for high-risk students that are sent home before the end of the semester so that they may continue to move forward with their academics.
- Much in part to our new Electronic Medical Records system, NNEC is able to ensure that a health and mental health plan is able to follow them when they are sent back to their home communities. This system has been a major asset in tracking interactions between students and different facets of the health care system.
- To the greatest extent possible, NNEC works with our other First Nations education partners to ensure that students that are sent back to their communities are safe and well accounted for when they arrive.
- For the past two years, Ontario has provided resources for a full-time Transition Coordinator to work with students who are sent back home due to health and safety concerns. This position has been a major asset, but is contingent on funding from Ontario for the 2019-2020 school year.

- NNEC is in need of ongoing, predictable and reliable funding for the Transition Coordinator in order to ensure that students who are sent home due to health and safety concerns are provided with the proper academic, health and mental health supports when they arrive back home in their communities.

Recommendation #90

Description of Recommendation:

In order for First Nations youth to have a voice regarding decisions relating to their education off-reserve, and to ensure that there is accountability in decisions made regarding their education and well-being, NNEC, KO, and MLC, with the support of Canada and NAN, should consider creating a special seat on their Boards of Directors for a youth representative who is a student or former student of DFCHS or MLC under the age of 25. Canada should provide the funding for any costs associated with this position.

Parties Named in Recommendation:

Canada, NAN, NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- This position was approved by the NNEC Board of Directors and was implemented during the 2018-2019 school year.
- This program was a major asset to NNEC leadership and programming as students were able to ensure that they had a voice regarding decisions made regarding their education and well-being.
- The continued implementation of this program is contingent on ongoing, predictable and reliable funding.

Recommendation #91

Description of Recommendation:

In order to ensure timely reporting of missing students and consistent practice among institutions when students are reported missing or during sudden death investigations, the City of Thunder Bay; TBPS; NAN; NAPS; NNEC; DFCHS; KO; and MLC should establish a working group to discuss best practices applicable to their respective roles pertaining to students from remote First Nations communities attending secondary school in Thunder Bay (“Students”). The working group should consider:

- i. **The need to ensure timely reporting to police of all missing person matters that involve a Student:** The working group should review and revise current education authority policies and procedures in order to generate a consistent set of policies. In particular, the document entitled Missing Student Protocol Guide [Exhibit Number 133 at Tab 31] should be reviewed and revised with the benefit of information learned at the joint inquest to help generate a consistent set of policies and procedures. The revised set of policies and procedures, once agreed upon, should be disseminated to - and adopted by – NNEC, KO and MLC. The revised procedures should include language that directs education authority employees to file a missing person report with police as soon as any member of the education authority determines that a search needs to be undertaken for a student whose whereabouts are unknown;
- ii. **Public awareness:** The working group should discuss implementation of a public information campaign emphasizing the importance of reporting missing person matters to police without delay;
- iii. **Information Sheets:** The working group should discuss the preparation of information forms for all Students to be stored with education authorities. The working group should also review the steps necessary to obtain appropriate consent to disseminate these individual forms to police in the event that a missing person report is filed;
- iv. **Social Media Search:** The working group should consider how to utilize social media to assist in missing person searches and should designate roles and responsibilities for all parties accordingly;
- v. **Press Releases:** The working group should discuss approaches to press releases pertaining to any missing person matter that involves a Student. The working group should also discuss approaches to press releases in the event that a Student is found deceased. The working group should discuss the various circumstances that may influence when media releases should or should not go out. The working group should also discuss circumstances that may influence how a media release may need to be worded;

vi. **Best Practices for Interviews:** The working group should discuss best practices to facilitate interviews of young people in exigent, non-criminal, circumstances. The working group should also discuss best practices to facilitate interviews in exigent, non-criminal, matters with individuals of any age who may be unfamiliar or uncomfortable dealing with individuals in positions of authority;

vii. **Internal Search Plans:** The working group should ensure that appropriate participant institutions have an internal search plan that can be implemented if a Student goes missing. Without limiting the generality of what the internal plans may include:

- a. Internal search plans should identify pre-determined internal points of contact to act as information coordinators and liaisons to third parties in the event of a missing person search involving a visiting student;
- b. Internal search plans should set out a clear supervisory structure so that each institution is able to identify an individual(s) who will ensure that the internal search plan is properly executed;
- c. Internal search plans should set out how information will be provided to family members and will contain provisions that permit family members to identify third parties to act as their agents/advocates as they prefer. The plan should ensure that more than one individual can be designated by family members to receive information where necessary;
- d. Internal search plans should also set out how employees will share information externally with any other relevant institutions, political bodies or family members;
- e. All internal search plans should contemplate the possible arrival of community searchers and how to manage such volunteers. Internal search plans should explain best search practices for non-police searchers with particular emphasis on, among other things, evidence preservation;

viii. **Global Search Plans:** The working group should also ensure that each internal search plan dovetails into a larger global search plan that should be implemented by all participant institutions in the event that a Student goes missing:

- a. Global search plans should adopt pre-determined points of contact within each institution that are consistent with the internal search plans discussed above;
- b. Global search plans should include at least one Appendix that will contain a handout listing the best practices for community searchers discussed above. This document can be disseminated to community searchers as needed;

ix. **Missing person risk factors:** The working group should share expertise on risk factors that may need to be considered when assessing the risk level in a missing person matter that involves a Student. The working group should create a list of risk factors that should be considered by all parties. The revised risk factors should be shared among participants and, once agreed upon by all, imported into the forthcoming TBPS 2016 missing person procedure as well as all internal search plans;

x. The working group should also review the revised TBPS missing person questionnaire that arises under the 2016 missing person policy and should consider what revisions, if any, should be made based on: (i) the expertise obtained by education authorities arising out of their own search efforts and (ii) information contained in search forms prepared by other police services that may be available by way of the Ontario Association of Chiefs of Police, including but not limited to, the Ontario Provincial Police;

xi. **Training:** The working group should fix deadlines for completion of staff training on all issues as follows:

a. Parties other than the TBPS should ensure that all staff are fully trained on revised procedures within 1-year from the completion of the working group deliverables; and

b. TBPS will ensure that all of its members are trained on the forthcoming revised 2016 missing person policy by December 31, 2016;

xii. The working group should prepare an anonymized training case scenario based on evidence canvassed at, and lessons learned from, the joint inquest. The case scenario should be used to assist in training TBPS officers, education authority staff and NAPS officers to participate in investigations relating to Students which may involve:

a. Civilian search teams;

b. Alcohol or substance use;

c. Reports made to police after the whereabouts of the subject individual have been unknown for a lengthy period of time;

d. Interviews involving young people who may be reluctant to speak to police officers fearing that they may get in trouble or may be betraying the confidence of their friends; or

e. Cultural and systemic barriers that may limit the fulsome disclosure of information to persons in positions of authority; and

xiii. The working group should identify an appropriate external consultant to be hired to assist the TBPS (and any other interested organizations) to revise current training modules to ensure that curriculum covers cultural issues that are relevant to members of the Indigenous community in and around Thunder Bay and:

a. TBPS will also present an annual report on training to the Police Services Board to provide the public with information on police training. This report will be made during the public session and will include, among other things, a summary of the number of officers who completed training courses in different policing areas and will include information about training curriculum related to Indigenous issues.

Parties Named in Recommendation:

NAN, The City of Thunder Bay, TBPS, NAPS, NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Pending

Ontario Chief Coroner Response Code:

1A (Recommendation *will* be implemented)

Actions Towards Implementation:

- Named parties of the Recommendation #91 working group have met frequently since the Inquest Recommendations were released and have worked steadily towards the implementation of this critical Recommendation.
- Progress on subsections is as follows:
 - i)
 - NNEC has successfully implemented our own new and improved Missing Student Protocol Guide to be utilized in the event there is a missing student.
 - NNEC continues to work with the working group to review and discuss best practices for locating missing students.
 - The status of this subsection is *complete*.
 - ii)
 - The Open House and Media Launch for the “Am I Missing Campaign” that was created by the working group took place on June 26th, 2018 at the Brodie Street Thunder Bay Public Library. A short video and post cards were presented at the Open House which will be utilized to spread awareness about the importance of reporting missing person’s matters to police without delay.

- Post-cards will still need to be translated into Ojibwae, Cree, and Oji-Cree and circulated throughout our remote Northern communities.
 - Each of the parties involved with the Recommendation have helped to share the cost of this campaign.
 - A second wave of postcards as well as a revamped social media campaign are set to take place over the summer of 2019.
 - The status of this subsection is *complete*.
- iii)
- Consent forms for the release of crucial information about students as well as additional student information forms have been drafted and approved by our Board of Directors and Legal Counsel
 - These forms will be utilized for the collection of crucial student information for the 2019-2020 school year.
 - The status of this subsection is *complete*.
- iv)
- TBPS have developed a guide to addressing “Missing Persons & Social Media: Limiting Misinformation & Protecting the Privacy of Missing Persons”. This guide is posted on the TBPS website and will continue to be utilized by NNEC to ensure that we are undertaking best practices when it comes to developing policy and procedures around the use of social media in missing persons cases.
 - NNEC has policies and procedures in place for utilizing social media when there is a missing student.
 - The status of this subsection is *complete*.
- v)
- The working group has discussed the usage and approaches to press releases.
 - The status of this subsection is *complete*.
- vi)
- The working group has discussed best practices to facilitate interviews of young people in exigent, non-criminal, circumstances. The working group has also discussed best practices to facilitate interviews in exigent, non-criminal, matters with individuals of any age who may be unfamiliar or uncomfortable dealing with individuals in positions of authority.
 - The status of this subsection is *complete*.

vii)

- NNEC has developed an Internal Search Plan that has been approved by the Board of Directors and Legal Counsel.
- This plan will help NNEC to set out a clear supervisory structure that will ensure that the search plan is properly executed. It will help to inform NNEC staff about proper communication with family members, how to handle confidential information, proper management of search party volunteers and will help to illustrate best practices while carrying out search parties; including but not limited to the preservation of evidence.
- This document includes flow charts in the case of a missing student at either DFCHS or PFFNHS, so that in the event that someone is new to a position or acting for the time being, there is a clear course of action that will be apparent (i.e. acting Executive Director, acting Principal, etc.)
- There is still discussion amongst the working group about whether or not the First Nations groups will compile their Internal Search Plans into one document
- The status of this subsection is *complete*.

viii)

- NAN has completed their Global Search Plan and has presented and distributed it to each of the parties named on the working group.
- NNEC is working to finalize this document and present it for approval from the Board of Directors and Legal Counsel.
- The status of this subsection is *ongoing*.

ix)

- Risk factors were identified by the working group during the development of the template for student information and the Missing Persons Questionnaire. The risk factors will be used by NNEC to help continue to inform our policies and procedures for missing students.
- TBPS Missing Persons Policy contains these risk factors which were distributed to the working group for reference.
- The status of this subsection is *complete*.

x)

- A template for a Missing Person Questionnaire was created for each of the education organizations to suit our own purposes. This questionnaire has had slight modifications made and is currently still under consideration for modification by our Board of Directors, Legal Counsel and Mental Health Professionals.

- The status of this subsection is *ongoing*.

xi)

- We have been advised by TBPS that they have completed the training of officers on Missing Persons Policy as suggested in this section.
- On our own behalf NNEC continues to update staff on the new policies and procedures that have arisen out of the Internal Search Plan Document, Flow Charts, Global Search Plans, and other related documents and training.
- NNEC plans to invite front line staff to participate in a mandatory training session with Lakehead Search and rescue in the fall of 2019 to ensure that our staff are undertaking best practices when searching for missing students.
- The status of this subsection is *ongoing*.

xii)

- TBPS conducted training on missing person's investigations and missing persons searches which NNEC partook in.
- TBPS will undertake this training annually to ensure that all NNEC and other organizations staff are following best practices and procedures when it comes to locating missing students.
- NNEC will continue to offer its support and guidance towards the development of this training.
- The status of this subsection is *complete*.

xiii)

- TBPS has hired an external consultant to assist the TBPS (and any other interested organizations) to revise current training modules to ensure that the curriculum covers cultural issues that are relevant to members of the Indigenous community in and around Thunder Bay.
- We've also been informed that the TBPS has presented and will continue to present an annual report on training to the Police Services Board to provide the public with information on police training. This report was made during the public session and included, among other things, a summary of the number of officers who completed training courses in different policing areas as well as information about training curriculum related to Indigenous issues.
- We understand that the status of this subsection is *complete*.

Recommendation #107

Description of Recommendation:

The City of Thunder Bay Aboriginal Liaison, NNEC, DFCHS, KO and MLC should work together -perhaps through designated contact people in the schools - to co-ordinate participation of DFCHS and MLC students in Thunder Bay recreation programs and City sponsored events that students may be interested in attending throughout the school year - for example, the use of skating rinks in the winter.

Parties Named in Recommendation:

The City of Thunder Bay, NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- NNEC continues to work with The City of Thunder Bay to get our students involved in recreation opportunities and City sponsored events that students may be interested in throughout the school year.
- The City of Thunder Bay continues to offer free golf at the City Courses, discounted rates on ice times for hockey as well as broomball, free swimming lessons, and discounts at the Canada Games Complex for NNEC students.
- Through Public Safety Canada, the City of Thunder Bay has been funded to implement their "Youth Inclusion Program" which will begin to provide additional opportunities for our youth to get involved in recreation and other City sponsored events during and particularly after school hours for the next five years starting in the fall of 2019.

Recommendation #114

Description of Recommendation:

Consultations should occur between the City of Thunder Bay through the Thunder Bay Drug Strategy, the TBPSB, Health Canada, the Ministries of Health and Long-term Care and Child and Youth Services, the Northwest Local Health Integration Network (“NWLHIN”), EMS, the Thunder Bay Regional Health Sciences Centre (“TBRHSC”), NAN, NNEC, KO, Shibogama, Independent First Nations Alliance (“IFNA”) and MLC in order to develop of an alternative facility for intoxicated Youth, including remote First Nation students who cannot return home until their intoxication level has subsided. Such an alternative facility could include a shelter or detox unit, open to Youth who are 25 years or younger, with appropriately trained staff.

Parties Named in Recommendation:

Canada, Ontario, The City of Thunder Bay, NAN, NNEC, KO, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- NNEC has participated in a number of Recommendation #114 working group meetings in order to facilitate the implementation of an alternative facility program that supports students from NNEC, KO, and MLC if and when these students are intoxicated.
- NNEC has successfully developed and implemented an alternative facility for students in Thunder Bay who are intoxicated or are suffering from acute mental health issues and/or suicidal ideation, or other crisis.
- Throughout the 2018-2019 school year, this facility provided a safe space where qualified staff were able to support more than 50 students who were suffering from these conditions, which helped to mitigate potential harm to NNEC students, boarding home parents, and parents during times of crisis.
- NNEC continues to work with the working group in order to acquire ongoing, predictable and reliable funding to implement a program that supports each of the First Nations groups as we work collaboratively to share resources and offer similar programming to our youth to ensure their safety while they are intoxicated or engaging in other high-risk behaviour.

- NNEC has also been assisting with the development of a fourth site with the working group which aims to support students that are not within the catchment of the mandate of the First Nations education organizations.

Recommendation #115

Description of Recommendation:

The City of Thunder Bay, TBPS, NNEC, DFCHS, KO, IFNA, Shibogama and MLC should consult on the terms of reference for a safety audit of the river areas frequented by First Nation students and youth in the evenings. The consultation and resulting audit should be undertaken as soon as practicable. Subject to the findings of the audit, some possible responses to identified issues could include improved lighting, emergency button poles, under-bridge barricades, or increased police patrols.

Parties Named in Recommendation:

The City of Thunder Bay, TBPS, NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- Training and safety audits were conducted during a two day session (May 15th and 16th of 2017) with Barry Horrobin (a professional in Crime Prevention Through Environmental Design, also known as “C.P.T.E.D.”) at the Thunder Bay Police Department, as well as in the community at the three river areas that were originally identified as high-risk.
- Participants from each group learned more about how the natural environment and other features can help or hinder criminal activity. A preliminary report was published on July 31st, 2017, which has helped to guide improvements in the community to increase visibility in these areas, reduce crime, and increase overall safety in the community of Thunder Bay.
- Mr. Horrobin’s C.P.T.E.D. report came up with ten recommendations on how to improve safety in these areas in Thunder Bay. This working group meets regularly to ensure that we are doing all that we can with our partners to meet each of Mr. Horrobin’s recommendations.
- As one of Mr. Horrobin’s recommendations, each of the named partners came together on September 21st, 2018 for the “Nibii-Mamowechitiwin Water Gathering”, which sought to illustrate the importance of water to Indigenous peoples, as well as the deadly power of water when it is not respected.

- NNEC continues to work with the City of Thunder Bay to ensure that these recommendations are continually implemented.

Recommendation #116

Description of Recommendation:

In order to increase public awareness in the City of Thunder Bay regarding the issues raised during this Inquest, including the obstacles and challenges faced by First Nations students from remote communities who are residing in Thunder Bay, the City should work with First Nations expertise to develop a local and social media campaign as well as a public forum which highlights and addresses:

- i. The obstacles and challenges faced by First Nations students in Thunder Bay;
- ii. The health and social issues often experienced by First Nations students in Thunder Bay;
- iii. The subject of this Inquest through a discussion of the various roles and responsibilities of community partners and members of the community in assisting First Nations students in Thunder Bay;
- iv. The current misconceptions relating to First Nations students from remote communities who are residing in Thunder Bay;
- v. Racism experienced by First Nations students in Thunder Bay; and
- vi. Facilitates discussion regarding how to address and report racism towards First Nations students in Thunder Bay

Parties Named in Recommendation:

The City of Thunder Bay, NAN, DFCHS, and MLC

Status of Recommendation:

Accepted/In Progress

Ontario Chief Coroner Response Code:

1A (Recommendation *will* be implemented)

Actions Towards Implementation:

- Regular meetings with the working group continue to facilitate discussion around how to help to illustrate the obstacles and challenges, health and social issues, misconceptions, and racism that students deal with while they are in the City of Thunder Bay for school.
- After identifying the framework for the Social Media Campaign, the working group will look towards holding a public forum which will allow for citizens of Thunder Bay and surrounding communities to discuss the items that have been highlighted in the Social Media Campaign.
- On our own accord, NNEC has undertaken the “Wake the Giant” campaign, which seeks to create inclusive spaces for youth throughout the cities businesses, provide cultural awareness, and encourage dialogue between Indigenous and non-Indigenous peoples in the City and throughout the region.

Recommendation #117

Description of Recommendation:

The City of Thunder Bay, NNEC, KO, DFCHS, and MLC should consult with community partners to arrange for speakers or skills instructors to attend the schools in order to make presentations on topics which are aimed to engage and provide information to the students.

Parties Named in Recommendation:

The City of Thunder Bay, NNEC, KO, DFCHS, and MLC

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- While NNEC continues to provide a wide array of guest speakers for the benefit of our youth, we also continue to rely on proposal based funding to cover the related costs. NNEC continues to request funding that is ongoing, predictable, and reliable to cover the costs of additional guest speaking opportunities.
- NNEC will continue to consult with other community partners to arrange for local speakers or skills instructors to attend our schools to make presentations when it is possible.

Recommendation #143

Description of Recommendation:

All organizations that receive recommendations should prepare an annual report following up on the recommendations that:

- i. Indicates whether each recommendation is (a) accepted, (b) accepted in part, or (c) rejected;
- ii. Provides an explanation for any recommendations that are not accepted in whole or in part and indicates an alternative approach to achieve the same aim;
- iii. Indicates, for all recommendations that are accepted, whether implementation is (a) pending, (b) in progress, or (c) complete;
- iv. Provides a detailed update regarding the steps that have been taken and are planned with respect to the implementation of the accepted recommendations;
- v. Is sent by email to any person who requests to receive a copy; and
- vi. Is prepared each year for delivery at 10 a.m. on the anniversary date of the release of the inquest recommendations (until the party has provided an annual report indicating that all of the recommendations it received have either been rejected or implemented)

Parties Named in Recommendation:

Canada, Ontario, The City of Thunder Bay, TBPS, NAPS, NAN, NNEC, KO, DFCHS, MLC, LCBO, P.A.R.T.Y. Program of Thunder Bay and the Office of the Chief Coroner

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- Information in this document is part of the annual report that will be submitted to the Office of the Chief Coroner and any other interested parties until each Recommendation has been implemented or rejected.

Recommendation #144

Description of Recommendation:

The organizations receiving recommendations should endeavour to agree on a process whereby the annual reports will be posted in a central location on the internet (e.g. on a website of one of the organizations). Acknowledging that the First Nations parties who receive recommendations have limited resources, those parties should prioritize actual actions responding to recommendations over reporting on those actions and should only be expected to provide annual reports if they have the resources to do so.

Parties Named in Recommendation:

Canada, Ontario, The City of Thunder Bay, TBPS, NAPS, NAN, NNEC, KO, DFCHS, MLC, LCBO, P.A.R.T.Y. Program of Thunder Bay and the Office of the Chief Coroner

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- NNEC and each of the other Inquest partners have agreed that NAN's website is and will continue to be the central location that is the most beneficial to post annual reports on the Inquest Recommendations of the Office of the Chief Coroner.

Recommendation #145

Description of Recommendation:

Organizations that accept recommendations should revise their current policies to reflect new tasks and procedures.

Parties Named in Recommendation:

Canada, Ontario, The City of Thunder Bay, TBPS, NAPS, NAN, NNEC, KO, DFCHS, MLC, LCBO, P.A.R.T.Y. Program of Thunder Bay and the Office of the Chief Coroner

Status of Recommendation:

Accepted/Complete

Ontario Chief Coroner Response Code:

1 (Recommendation *has* been implemented)

Actions Towards Implementation:

- NNEC has revised and will continue to revise our current policies to reflect new tasks and procedures as deemed appropriate due to accepted Inquest Recommendations.

**Responses to Jury Recommendations
Seven First Nations Youths Inquest Q2016-26**

*(Jethro Anderson, Reggie Bushie, Robyn Harper,
Kyle Morriseau, Paul Panacheese, Curran Strang & Jordan Wabasse)*

**NORTHERN NISHNAWBE EDUCATION COUNCIL & DENNIS FRANKLIN
CROMARTY HIGH SCHOOL**

RECOMMENDATION #:
6, 7, 49, 51, 60, 64, 65, 71, 73, 81, 83 through 87, 90, 91, 107, 114,
115, 116, 117, 143 through 145

| REC. # | ORGANIZATION'S RESPONSE | O.C.C. RESPONSE CODE |
|-----------|--|----------------------------|
| 6 | This recommendation has been accepted and is complete. | 1 |
| 7 | This recommendation has been accepted and is complete. | 1 |
| 49 | This recommendation has been accepted and is complete. | 1 |
| 51 | This recommendation has been accepted though implementation is pending due to the fact that it is still under consideration. | 2 |
| 60 | This recommendation has been accepted and is in progress towards implementation. | 1A |
| 64 | This recommendation has been accepted though implementation is pending due to unresolved issues. | 3 |
| 65 | This recommendation has been accepted and is complete. | 1 |
| 71 | This recommendation has been accepted and is complete. | 1 |
| 73 | This recommendation has been accepted and is complete. | 1 |

| | | |
|-----|--|----|
| 81 | This recommendation has been accepted and is complete. | 1 |
| 83 | This recommendation has been accepted and is complete. | 1 |
| 84 | This recommendation has been accepted and is complete. | 1 |
| 85 | This recommendation has been accepted and is complete. | 1 |
| 86 | This recommendation has been accepted and is complete. | 1 |
| 87 | This recommendation has been accepted and is complete. | 1 |
| 90 | This recommendation has been accepted and is complete. | 1 |
| 91 | This recommendation has been accepted and is in progress towards implementation. | 1A |
| 107 | This recommendation has been accepted and is complete. | 1 |
| 114 | This recommendation has been accepted and is complete. | 1 |
| 115 | This recommendation has been accepted and is complete. | 1 |
| 116 | This recommendation has been accepted and is in progress towards implementation. | 1A |
| 117 | This recommendation has been accepted and is complete. | 1 |
| 143 | This recommendation has been accepted and is complete. | 1 |
| 144 | This recommendation has been accepted and is complete. | 1 |
| 145 | This recommendation has been accepted and is complete. | 1 |

O.C.C. Response Codes

| Response Code | Response Legend |
|---------------|--|
| 1 | Recommendation <i>has</i> been implemented. |
| 1A | Recommendation <i>will</i> be implemented. |
| 1B | Alternate recommendation <i>has</i> been implemented. |
| 2 | Under consideration. |
| 3 | Unresolved issues. |
| 4 | Rejected. |
| 4A | Rejected due to flaws. |
| 4B | Rejected due to lack of resources. |
| 5 | Not applicable to agency assigned. |
| 6 | No response. |
| 7 | Unable to evaluate. |
| 8 | Content or intent of recommendation is already in place. |