



Fourth annual progress report on
implementation of the *United Nations
Declaration on the Rights of
Indigenous Peoples Act*

August 2025





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of Indigenous Peoples Act*

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***United Nations Declaration on the Rights of Indigenous Peoples Act* Implementation Secretariat**

Department of Justice Canada
2025

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Minister's message

It is an honour to table the fourth annual progress report on the implementation of the [United Nations Declaration on the Rights of Indigenous Peoples Act](#) (UN Declaration Act or UNDA). This historic Act continues to chart the path forward to a future where the human rights of Indigenous peoples, as affirmed in the [UN Declaration on the Rights of Indigenous Peoples](#) (UN Declaration or UNDRIP), are recognized and respected, upheld and implemented.

This fourth annual progress report covers our work from April 2024 to March 2025, and tracks the progress made in implementing the UN Declaration Act in line with the roadmap we set out in the [Action Plan](#) through 181 measures.

As we do each year, we collaborated with Indigenous partners to shape this report. It presents a comprehensive update from 41 federal departments and agencies, enriched by the insights from 58 Indigenous partners.

In the last year, progress has been made on many Action Plan measures, including:

- Incorporating a non-derogation clause into the federal *Interpretation Act*, ensuring that all federal laws, including statutes and regulations, are interpreted in a manner that upholds Aboriginal and treaty rights as recognized and affirmed in section 35 of the *Constitution Act, 1982* ([Shared Priorities Measure 2](#))
- Creating an Indigenous-led, independent UN Declaration Act Action Plan Advisory Committee (APAC) to provide the federal government with advice on key measures in the Shared Priorities chapter of the Action Plan, including Indigenous participation in decision-making and mechanisms for oversight and accountability (the APAC will begin its work in the 2025-2026 fiscal year) ([Shared Priorities Measure 22](#))
- Releasing the Indigenous Justice Strategy to address systemic discrimination and reduce the overrepresentation of Indigenous people in the criminal justice system ([Shared Priorities Measure 28](#))
- Addressing border crossing challenges faced by Indigenous peoples whose traditional territories are divided by Canada's colonial borders ([Shared Priorities Measure 52](#))
- Advancing access to federal services in Indigenous languages in alignment with the *Indigenous Languages Act* ([Shared Priorities Measures 91 and 92](#))



- Co-developing an Indigenous Stewardship Policy requiring Parks Canada to develop Stewardship Plans with Indigenous partners for all protected heritage places it has a role in administering ([Shared Priorities Measure 96](#))
- Addressing on-reserve infrastructure gaps by investing into infrastructure projects on-reserve ([First Nations Priorities Measure 15](#))
- Addressing drinking water advisories in First Nations communities ([First Nations Priorities Measure 16](#))

While our achievements are significant, this report also shows that progress has sometimes been slow or uneven, and that further efforts are needed if we truly want to achieve the objectives of the UN Declaration and advance reconciliation in a tangible way.

Feedback from Indigenous partners highlighted the need for transparent reporting, culturally relevant education, and improved consultation processes that empower communities through co-development and respect for free, prior and informed consent.

The insights provided inspire us to continue to strengthen coordination across departments, support sustainable Indigenous-led initiatives, and honour historic and modern treaty obligations with renewed dedication. We are actively leveraging capacity within the government through collaborative approaches, clear mandates, and meaningful engagement.

Each year, we take more and more steps to fulfil our shared commitment to promote and protect Indigenous rights. Protecting the human rights of First Nations, Inuit and Métis is essential to creating a fair, inclusive and equitable Canada for this and future generations.

The Honourable Sean Fraser, P.C., M.P.

Minister of Justice and Attorney General of Canada and Minister responsible for the Atlantic Canada Opportunities Agency



Pjila'si, maajii, way', mi ce:p k^wetx^wiləm, introduction

Since June 2024, Justice Canada has worked to improve its process to create a report that reflects the shared experiences of [Indigenous partners \(Annex A\)](#) and the Government of Canada throughout the past reporting period.

We invite readers to approach this report with the understanding that everyone involved brings their best intentions, guided by honesty, respect, and a commitment to transparency. Our aim is to accurately represent the voices and perspectives of the Indigenous partners who generously shared their time, knowledge, and experiences with us.

We encourage reading this report with an open mind and humility to listen deeply.

Wela'lioq, Marsi, Nanaskomowin, Phidámayaye, Chi-miigwetch, ciθamə cen, Woliwon, Nakurmiik, Gunalcheésh, Mahsi' Cho, Shawnithan, Soga senla, Tiawenhk, Tshinashkumitnau, ʔimot, Limləmt (thank you) from the Justice Canada UN Declaration Act Implementation Secretariat.



Methodology and approach

Preparation of this annual report builds on the feedback we received from Indigenous partners on last year's draft report. We heard from partners that there was not enough information in the report to really understand how implementation is progressing. Between July and December 2024, we met with partners on what information we should be collecting to report meaningfully on progress. We heard that it was necessary to have more narrative information about what was happening, how and with whom consultation and cooperation occurred, and the necessity for reporting to balance the federal government and Indigenous peoples' views on progress.

At the same time, a federal interdepartmental committee worked to develop a robust questionnaire to capture both internal and public reporting needs. Government departments developed the questionnaire over the summer of 2024, and we sought feedback from federal departments and Indigenous partners between October and December 2024. Refinements to the Indigenous partner questionnaire took place via discussions with Indigenous partners during this period. Unlike in previous years, the questionnaire contained a section where partners could speak directly to their engagement in advancing Action Plan Measures (APMs). We hope and believe that the changes made to the annual reporting process this year allow us to develop and present a better update on progress.

Indigenous partners also discussed the best ways to reflect their perspectives. Indigenous partners provided input in various forms (written or verbal) and in the format of their choosing, such as questionnaire, e-mail, Word, PDF or during a virtual meeting. Several partners noted that timelines were too short last year to fully engage. In response, the 2025 call for input was launched earlier, on January 9, 2025, with deadline of April 8, 2025, allowing partners 3 months to provide their input compared to 3 weeks last year. Over that time, we met with or received submissions from 58 Indigenous partners ([Annex A: List of Indigenous partners who provided input](#)). We acknowledge partners' concerns in relation to the amount of time to review the draft report, noting that delays due to the 2025 federal election affected time available to review and provide comments on the draft report itself.

Consistent with efforts by Justice Canada to enable its digital and data capabilities, for the first time, the department also piloted the use of an artificial intelligence (AI) tool called OTTO to compile and synthesize the questionnaires. With the use of OTTO, we were able to easily highlight common themes and summarize a large volume of text. Although OTTO supported the work, Justice Canada officials read and analyzed every submission and reviewed all generated content to identify and correct any discrepancies. In our



consultations, meetings and messages to partners, we were transparent about the use of OTTO and indicated that their information would be used for the purposes of drafting this Annual Report and not to train the AI tool nor for other unrelated purposes in respect of Indigenous data sovereignty.



Purpose, scope and limitations

Section 7 of the [UN Declaration on the Rights of Indigenous Peoples Act](#) (UN Declaration Act or UNDA) says that annual reports must be prepared, in consultation and cooperation with Indigenous peoples, to report on progress made during the previous fiscal year (in this case, from April 1, 2024 to March 31, 2025). Reports must address measures taken under section 5 of the UN Declaration Act relating to ensure that the laws of Canada are consistent with the [UN Declaration on the Rights of Indigenous Peoples](#) (UN Declaration or UNDRIP), and progress on developing and implementing the Action Plan referred to in section 6. In addition, the report seeks to reflect the joint work done over the past fiscal year to achieve the objectives of the UN Declaration Act. It is also meant to reflect the perspectives of Indigenous peoples on the importance of the commitments of the UN Declaration Act and how implementation is progressing.

To develop the annual report in consultation and cooperation with Indigenous peoples, over the course of the year, Justice Canada sought the perspectives of Indigenous partners. This helped to ensure balance between what departments are reporting and the perspectives of Indigenous partners. Indigenous partners provided input on 109 of the 181 (60%) APMs. For the remaining measures, the information reflects only the government's perspective. More details can be found in [Annex B: Status of Action Plan Measures](#).

We gratefully thank the Indigenous partners who provided us with their thoughts and perspectives. We hope you see many of your ideas, words and concerns reflected in this report. A number of Indigenous partners received funding from a variety of departments and agencies, including through Justice Canada's Indigenous Partnership Fund (IPF) ([Annex C](#)). We also recognize that many communities continue to face urgent challenges and may not have had the capacity to engage in this process. We hope to find ways to address this situation in the future and, for now, extend a sincere paqsitpi wela'liek for all the valuable contributions we received.



Measuring progress

Tangible outcomes are important to measure success of government commitments, particularly in addressing persistent inequities. Measures need to be designed to reflect diverse perspectives ensuring that progress is inclusive and representative of community needs. Measures must also be responsive to Indigenous learnings and wise practices in reporting on implementation to demonstrate progress in a culturally relevant, gender-based and intersectional way.

One partner envisions success as achieving equal outcomes in areas such as infrastructure, education, income, justice, and underscoring the importance of closing gaps in service access and delivery. Some Indigenous partners have developed their own metrics or indicators to measure the success of UN Declaration Act implementation, emphasizing the importance of co-developing evaluation frameworks. For instance, one group has proposed creating processes to own their data and research, enabling the co-development of regional and Nation-level performance measures.

The submissions highlight that transparent, accessible, and accountable reporting mechanisms are important to track progress. Government reporting is a critical tool to measure milestones, benchmarks, and outcomes, to ensure that federal actions remain aligned with the transformative goals of implementation. Indigenous partners suggest more detailed, clear and frequent reports, that could foster public engagement and build trust in the government's commitment to implementation of the UN Declaration Act and Action Plan.

At the same time, some concerns were raised about the technical nature of the current federal reporting framework. Partners advocate for a system that not only assesses government performance but also incorporates meaningful feedback from Indigenous rights-holders, including independent and Indigenous-led monitoring bodies to enhance credibility and accountability.

Overall, Indigenous partners advocate for a holistic and participatory approach to implementation, with clear metrics and indicators tailored to their unique contexts. To this end, Shared Priorities (SP) Measure 20.3, commits Justice Canada to work in consultation and cooperation with Indigenous peoples to develop metrics to ensure that useful measurements are reported on. Justice Canada reached out to a number of Indigenous partners that had been engaged in previous reports and had demonstrated capacity and expertise in the development of metrics. As a result, Justice Canada is partnering with Indigenous Youth Roots and Indigenous Services Canada (ISC) to form a Technical Working



Group to begin scoping the work of co-developing metrics to measure the impact of UN Declaration Act implementation. The aim of this working group is to ensure comprehensive and accessible reporting on implementation is developed in consultation and cooperation with Indigenous peoples. It also seeks to identify methods to respond to existing feedback and explore ways to enhance reporting on a regular basis. This work is in its early stages and in the coming fiscal year, we hope to progress in identifying priority metrics with Indigenous partners.

“The UNDA and action plan lacks a cyclical ceremony that links its measures to the web of relations that reminds the Mi’kmaq families that future generations will prosper through its measures. Ceremonies, gatherings, events, and stories tie the past and future generations together and renew relationships in our lives. These ceremonies bring families and communities closer to kinship in our lives and build resilience. Too few Mi’kmaq are fully aware of the action plan measures or how to participate to affect their future. We believe the situation can be mitigated by meaningful audio and visual material that generates space for [UN Declaration], UNDA, and its action plan among the Mi’kmaq families and communities. We believe in a communication strategy to explain why leadership and communities should devote time and energy to establishing cooperation protocols with the UNDA Action Plan. The existing Canadian material in the communication strategy has not effectively mobilized Mi’kmaq leadership, communities, and families.”

Eskasoni First Nation

“We continue to reiterate our recommendation that there be a user-friendly, live-updated online tracker where anyone can check the status of each action plan measure easily and see the specific ways in which communities have been supported to lead implementation of the UN Declaration in ways that are best for them. In order to be accountable to Indigenous youth, reporting needs to happen more than once a year and be available in many languages and formats, and generally accessible on social media. Reporting should happen in the online spaces where Indigenous youth and their communities already gather, rather than setting the expectation that they should search dense reports/websites for those updates.”

Indigenous Youth Roots



Indicators

An indicator is a means of measuring actual outcomes and outputs. It can be qualitative or quantitative, and consists of a unit of measure, a unit of analysis and context. It is important to note that in the development of APMs, there were no jointly agreed-upon indicators of success, impacting the ability of measuring progress effectively and consistently. This can lead to differing views on what success looks like, making it harder to track outcomes and ensure alignment with the original goals. Understanding this context helps interpret the difficulties and limitations highlighted below.

Overall, we heard that more work is needed to ensure that progress on implementation is monitored in ways that are both measurable and aligned with how Indigenous peoples understand the objectives of the APMs. As of this year, only 50 APMs (28% of all APMs) had at least one indicator developed to measure progress on implementation. Among these, 20 APMs (11% of all APMs) had at least one indicator developed in consultation and cooperation with Indigenous peoples and 19 (10% of all APMs) had an indicator that can be disaggregated to monitor the impacts for specific communities.

This was the first year departments were asked to report on indicators, and we intend to work with others to see these numbers grow in the years ahead.

Integrating Indigenous partners' perspectives on UN Declaration Act implementation

Indigenous partners consistently emphasize the importance of meaningfully reflecting their voices and experiences in this report. Their contributions are not only central to the implementation of the [UN Declaration Act](#), but also shape a path forward grounded in mutual respect, accountability, and true partnership.

Throughout the reporting period, several key themes emerged offering valuable insight into both the opportunities and the challenges experienced during the early stages of implementation. They reflect a wide range of lived realities, priorities, and hopes for the future, and speak to the need for continued collaboration, transparency, and responsiveness from all parties involved. To provide a balanced account of APM progress, we've sought to integrate a representative reflection of Indigenous partners' views directly into the sections that follow to acknowledge both the successes identified and the work that remains.

“The Action Plan is an opportunity to advance reconciliation between the Red River Métis and Canada by addressing priority needs, securing stable



funding, and ensuring equitable treatment in Canada’s relationship with the Red River Métis. The Action Plan presents an opportunity to close gaps caused by distinctions-based neglect and fiscal uncertainty, and to reinforce Canada’s obligations to the Red River Métis as a rights-bearing Indigenous People. However, the Action Plan will only advance reconciliation between the Red River Métis and Canada if it is fully, properly, and meaningfully implemented.”

Manitoba Métis Federation



Section 5: consistency of laws

Section 5 of the [UN Declaration Act](#) calls on the Government of Canada, in consultation and cooperation with Indigenous peoples, to take all measures necessary to ensure federal laws are consistent with the [UN Declaration](#). This is an obligation relevant when either developing new legislation or amending existing federal laws that could affect the rights and interests of Indigenous peoples.

Measures for ensuring consistency with the UN Declaration

(Shared Priority 1)

Develop and implement a process and further direction for federal government departments and agencies to ensure bills and proposed regulations are consistent with the UN Declaration through measures such as:

- Building on initial interim guidance for assessing consistency of federal laws with the UN Declaration
- Cabinet directives or mandatory assessment tools on consistency with the UN Declaration
- Other tools to advance the implementation of section 5 of the UN Declaration Act.

Federal laws impacting Indigenous peoples

New Bills & Regulations

(Shared Priority 2)
Identify & Prioritize Existing Statutes for Review

(Shared Priority 3)
Statutes Requiring Periodic Review

In support of implementing Section 5, Shared Priorities Measures 1, 2 and 3, seek to advance implementation generally. Other APMs commit to reviewing and revising specific regulatory and legislative frameworks, and any progress on these commitments can be found in [Annex B: Status of Action Plan Measures](#).

Continued and expanded efforts to fulfilling section 5 obligations is a priority of many Indigenous partners.

“We have seen a significant amount of outreach by the federal government to change practice policy and laws for the better. The feedback that we provided to the federal government on various policies programs and legislation has been accepted and in our view given consideration, in support for First Nations. However, there are still challenges because the feedback and constructive comments has to fit



into existing bureaucratic framework things outside of that don't easily get considered by the bureaucracy.”

Anishinabek Nation of Union of Ontario Indians (UOI)

Legislative initiatives: key highlights

Over the past year, legislative initiatives engaging section 5 that required more intensive consultation and cooperation given the impacts on Indigenous rights advanced through Parliament. While Indigenous peoples and federal officials have identified a need to continue working toward developing a shared understanding of what working in consultation and cooperation means, these initiatives serve to highlight collaborative work being advanced as that shared understanding gets refined:

- 1) [*An Act to amend the Interpretation Act and to make related amendments to other Acts*](#), which changed the federal [*Interpretation Act*](#) by adding a section 35 non-derogation clause, received Royal Assent in November 2024. This clause ensures that all federal laws, statutes, and regulations are interpreted in a way that upholds, and does not diminish, Aboriginal and treaty rights recognized and affirmed in Section 35 of the [*Constitution Act, 1982*](#). Passage of this Act followed consultation with Indigenous partners conducted between 2020-2023.
- 2) The [*Haida Nation Recognition Act*](#), which affirms the Government of Canada’s recognition of the Haida Nation’s inherent right to govern themselves and make decisions according to their own governance, also received Royal Assent in November 2024. Required by the Nang K’uula • Nang K’úulaas Recognition Agreement concluded in 2023, the Act was drafted in consultation and cooperation with the Haida Nation.
- 3) The [*Canadian Sustainable Jobs Act*](#), which is intended to facilitate and promote economic growth, the creation of sustainable jobs and support for workers and communities in the shift to a net-zero economy, included the creation of a framework to allow for ongoing dialogue with Indigenous peoples as part of Canada’s approach to sustainable jobs. It received Royal Assent in June 2024.
- 4) Introduction of [*Bill C-38, An Act to amend the Indian Act \(New Registration Entitlements\)*](#). The bill did not receive Royal Assent prior to prorogation. The intent of this bill was to address several remaining inequities in registration and First Nation membership under the *Indian Act*, which supports First Nations priority 7 of the Action Plan.
- 5) Introduction of [*Bill C-61, An Act respecting water, source water, drinking water, wastewater and related infrastructure on First Nation lands*](#). The bill did not receive



Royal Assent prior to prorogation. The intent of this bill was to support First Nations Priorities (FN) Measures 16 and 17 of the [Action Plan](#) relating to First Nations drinking water and wastewater.

- 6) Introduction of [Bill C-77, An Act respecting the Commissioner for Modern Treaty Implementation](#) was introduced to Parliament in October 2024. The bill did not receive Royal Assent prior to prorogation. The intent of this bill was to establish a Commissioner for Modern Treaty Implementation as an independent Agent of Parliament, which would hold the federal government accountable for fulfilling its Modern Treaty commitments and obligations, identify areas for improvement, and strengthen the Crown's Treaty relationships. This legislation supported Modern Treaty Partner Priorities (MT) measure 9.

Disclaimer: Since the end of the reporting period, the government has reintroduced C-38 and has publicly committed to reintroduce Bill C-61 and Bill-C77.

Working in consultation and cooperation to ensure consistency with the UN Declaration

Consultation and cooperation with Indigenous peoples on several legislative and regulatory initiatives in 2024-2025 contributed to ensuring consistency with the UN Declaration.

Supporting Indigenous harvesting rights

Based on consultation and cooperation undertaken, Transport Canada proposed [amendments to the Regulations Amending the Small Vessel Regulations \(Pleasure Craft Licensing\)](#) to exempt Indigenous persons from the pleasure craft license service fee if they use their pleasure craft to exercise their section 35 rights.

Protecting sea ice and the arctic ecosystem

During consultation and cooperation on potential amendments to the [National Marine Conservation Areas General Regulations](#), feedback about the importance of protecting sea ice in accordance with Inuit worldviews and recognizing its critical role in ensuring cultural continuity and protecting Arctic ecosystems resulted in new content being added to the regulatory proposal.



Establishing a Canada Water Agency

The [Canada Water Agency Act](#) came into force on October 15, 2024, creating a standalone Canada Water Agency (Shared Priorities Measure 49). First Nations, Inuit and Métis partners were engaged on the creation of the Canada Water Agency since 2020, and meetings with partners were held in 2024 to discuss how their input was reflected in the legislation to create the standalone agency and its mandate and priorities.

Early involvement

“Canada should ensure that when laws and policies are going to be reviewed, that consultation with affected Indigenous groups is built into the process, at the appropriate time. In practice, consultation has been identified as a required step very far into the process, with the consequence that Indigenous people, including Indigenous women’s organizations, perceive the invitation to not be meaningful...”

Esquao, Institute for the Advancement of Aboriginal Women

The following initiatives saw Indigenous peoples involved early, in the initial planning or early development stage:

Addressing border crossing challenges

To alleviate some of the complex border crossing and migration challenges Indigenous peoples face, in October 2024, the Minister of Immigration, Refugees and Citizenship Canada announced [Temporary Measures to reunite families across the Canada-US border](#). This announcement built on the roundtables and discussions that Immigration, Refugees and Citizenship Canada and the Canada Border Services Agency held with Indigenous communities, governments and organizations from October 2023 to February 2024. Discussions with Indigenous partners are expected to continue and would focus on developing proposed options for potential legislative changes as a long-term solution in support of [Shared Priorities Measure 52](#).

Indigenous governing bodies and the *Canada Energy Regulator Act*

Consistent with the commitment in Shared Priorities Measure 34, Natural Resources Canada and the Canada Energy Regulator are working in consultation and cooperation with Indigenous partners to inform the development of proposed regulations that, if enacted, would shape the parameters of Indigenous Ministerial Arrangements. These arrangements would enable Indigenous governments to exercise certain powers, duties and functions of the Canada Energy Regulator.



Reinforcing Haida decision-making in Gwaii Haanas

In keeping with the *Chiixuujin / Chaaw Kaawgaa “Big Tide (Low Water)” Haida Title Lands Agreement*, Parks Canada is working in consultation and cooperation with the Haida Nation to support the application of Haida laws in Gwaii Haanas.

Implementing the *Impact Assessment Act*

The Impact Assessment Agency of Canada is working in consultation and cooperation with Indigenous partners to plan and develop Indigenous Impact Assessment Co-Administration Agreement Regulations and on potential amendments to the Physical Activities Regulations (often referred to as the Project List).



Action Plan Measures supporting the implementation of section 5

Shared Priorities Measure 1

Justice Canada, Privy Council Office and Treasury Board Secretariat have started working in consultation and cooperation with Indigenous partners to develop and implement a process and further direction for federal government departments and agencies to ensure bills and proposed regulations are consistent with the UN Declaration through measures such as building on initial interim guidance for assessing consistency of federal laws with the UN Declaration. Initial bilateral meetings with key partners to provide information to help understand current processes and concepts, and to gain their perspectives to inform plans for a broader consultation and cooperation process were held during the reporting period.

The federal government distributed the [Interim Guide for Officials on How to Assess Consistency with the United Nations Declaration on the Rights of Indigenous Peoples](#) (the Interim Guide) to federal departments and agencies in June 2024. Reflecting its commitment to transparency, Justice Canada published the Interim Guide publicly in March 2025. Justice Canada strongly encourages federal officials to use the Interim Guide and supports them with training. This guidance remains evergreen and Indigenous partners' feedback will inform future versions of this guide.

Transport Canada has a mandatory assessment template to examine new or amended legislative and regulatory initiatives for potential intersections with the UN Declaration. This tool complements other significant efforts to ensure that all employees understand their obligations under the UN Declaration Act. In 2024-2025, Transport Canada officials completed 25 assessments.

Shared Priorities Measure 2

Consistent with the commitment in Shared Priorities Measure 2, [An Act to amend the Interpretation Act and to make related amendments to other Acts](#) amended the federal [Interpretation Act](#) to include a non-derogation clause that directs anyone interpreting federal laws to do so in a way that upholds, and does not diminish, Aboriginal and Treaty rights affirmed in section 35 of the [Constitution Act, 1982](#). Information about consultation and cooperation on this legislation can be found [here](#).



Shared Priorities Measure 3

Shared Priorities Measure 3 commits federal departments to review laws requiring periodic review in a manner that ensures consistency with the UN Declaration.

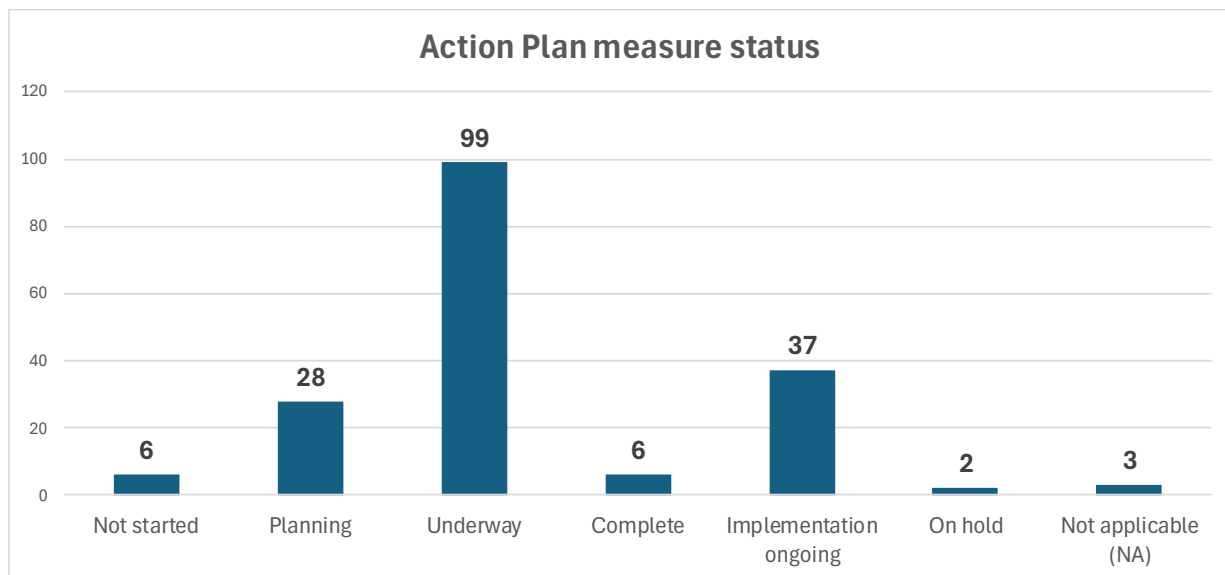
Early consultation and cooperation efforts undertaken in 2024-2025 by the Treasury Board of Canada Secretariat (TBS) shaped the approach to the mandatory review of the [Access to Information Act](#) planned for 2025. Key priorities identified by Indigenous partners included improving Indigenous access to information and enhancing protection of Indigenous data from disclosure.

The Canada Water Agency sought Indigenous partners views on how they want to be involved during the anticipated review of the [Canada Water Act](#). Feedback received will inform the development of engagement plans reflecting their needs, preferences and priorities.



Section 6: Action Plan implementation progress

Overall, work has begun on 170 of the 181 APMs. Of these, 28 are in the planning stage, for 99, work to implement the measure is underway, 6 are complete, and 37 are being implemented on an ongoing basis.



- **Not started (6):** Work on the APM has not been initiated.
- **Planning (28):** Phase for creating management and execution plans, defining boundaries and timelines, and identifying milestones like budget submissions and partner meetings.
- **Underway (99):** Active project stage where the team produces deliverables for partners and management by executing tasks, coordinating efforts, ensuring quality, managing resources, and providing updates.
- **Complete (6):** APM has been fully implemented.
- **Implementation ongoing (37):** APM has been completed but is evergreen in nature or requires review or funding every few years.
- **On hold (2):** An APM that had been active, but is no longer being actively worked (for example, an APM that was started but requires additional funding or policy authorities to continue).
- **Not applicable (NA) (3):** No status updates were provided for this Action Plan measure.



More detailed information on each of the individual Action Plan Measures can be found in [Annex B](#).

Legislated priorities

Awareness and training

Indigenous partners emphasize the importance of co-developed comprehensive and culturally relevant education and training on the [UN Declaration Act](#) and [UN Declaration](#). Such training should address the history, rights, and title of Indigenous peoples, systemic racism and respectful relations, as well as guidance on how to ensure the consistency of laws. Additionally, there is a strong call for training programs to reflect the unique cultural contexts and knowledge systems of Indigenous communities, ensuring that these initiatives are genuine and meaningful. And while cultural competency training is seen as a positive step, it must address racism experienced by Indigenous peoples in healthcare, policing, education, and other service areas.

Partners highlighted the need for ongoing funding to support the development and delivery of these programs. Indigenous youth were identified as key partners whose voices should shape educational content and training programs to ensure relevance and impact.

A recurring theme is the need to improve both the general public and Indigenous communities' understandings of the [UN Declaration](#), [UN Declaration Act](#), the [Action Plan](#) and the related implementation measures. Awareness and education are essential for bridging knowledge gaps and empowering communities with a clear understanding of their rights and the practical implications of the law. This includes creating accessible, culturally relevant materials that resonate with lived experiences rather than complex legal terminology.

Indigenous partners recommend incorporating storytelling, land-based gatherings, interactive media, and infographics including in Indigenous languages. Such approaches aim to mobilize community awareness, ensuring that both Indigenous and non-Indigenous audiences are well-informed and actively engaged in the transformative process of enacting and upholding Indigenous rights. This includes the development of accessible materials that effectively communicate the goals and measures of the Action Plan to a broader audience. An update on the government's efforts to advance education on the UN Declaration and the UN Declaration Act can be found in [Annex B](#).



Shared Priorities Measures 14 and 18 commit the Government of Canada to developing and implementing foundational training co-created by Indigenous subject matter experts for the federal public service and the public respectively.

Shared Priorities Measures 14 and 18

Lead departments: Justice Canada and various departments

Status: Underway

Key activities:

Justice Canada led initial relationship-building with 35 Indigenous partners this past year to lay the groundwork for consultation and cooperation on co-development of training tools for Indigenous learning to support SP14 and development of educational materials on Indigenous human rights and the UN Declaration Act for SP18. Justice Canada organized and moderated a panel on SP14 for a UN Declaration Act Implementation Workshop, and co-chairs a UN Declaration Act Training Group with the Canada School of Public Service (CSPS). The CSPS launched a variety of learning products on the UN Declaration and the Act, including a [Learning Portal](#) that houses many resources, links and videos in one area. The government has been collaborating with Indigenous partners and subject matter experts to develop and implement training on a bilateral basis.

“Continue to provide communities with materials and resources to learn further information and spread awareness about [the UN Declaration] and UNDA. These can be through live podcasts, live webinars, and other mechanisms of information sharing and knowledge exchange.”

Mushkegowuk

Action Plan Advisory Committee

Indigenous partners expressed a strong interest in seeing the Action Plan Advisory Committee (APAC) serve as a space for meaningful engagement of experts on UN Declaration-related topics of greatest priority to Indigenous peoples and the Minister of Justice, rather than a top-down process. Many Indigenous partners indicated that the APAC should reflect a broad diversity of Indigenous voices, including First Nations, Inuit, Métis and urban Indigenous communities, and ensure that marginalized groups such as women, Elders, youth, and Two-Spirit individuals are actively included in decision-making processes. Some Indigenous partners have noted that an APAC should have been established sooner.



Shared Priorities Measure 22

Lead departments: Justice Canada

Status: Underway

Key activities:

In July 2024, Justice Canada invited First Nations rights-holders (including through their rights-based and consultation bodies), Inuit Tapiriit Kanatami (ITK) on behalf of the four Inuit organizations, all Métis governments and Modern Treaty and Self-Governing partners to submit nominees to the Action Plan Advisory Committee. In response, roughly 30 nominations were received. In February 2025, the Minister of Justice was pleased to [announce the selection](#) of ten members with deep expertise on the UN Declaration and who reflect a diversity of First Nations, Inuit and Métis perspectives: Tim Argetsinger, Hélène Boivin, Cassidy Caron, Adam Fiddler, Victoria B. Fred, Lydia Hwitsum, Brandon Macleod, Brennan Manoakesick, Naiomi Metallic and Nibi Mshkiki (Skylar Louttit). We look forward to the Committee's advisory work getting underway in 2025-2026, starting with the development of its Terms of Reference.

Lands, territories and resources

Indigenous communities indicated that they often experience frustration with government processes that can hinder their ability to fully exercise and enjoy their inherent rights, including the right to own, use, develop and control lands and resources within their territories. Some submissions suggested that meaningful consultation and cooperation, including co-development, on related policy issues would contribute to genuine partnerships, help address historic injustices and potentially reduce conflict and tension between Indigenous communities and governments. Others noted a perceived lack of coordination between federal and provincial governments when consulting on projects and the impact this has on the ability of Indigenous communities to navigate rights-related processes.

Indigenous partners continue to stress the importance of government taking concrete steps to ensure that rights related to land are recognized and respected. This includes developing policies, in consultation and cooperation with Indigenous peoples, that facilitate the resolution of land claims and ensure Indigenous voices are central in discussions regarding land use and management.



“We hold responsibilities for and make decisions on behalf of our communities and the next seven generations. Deliberations in our communities must consider many voices and can include the need for ceremony. We must observe our cultural protocols and the seasons of harvesting and caring for the lands and waters. While we do our best to work collaboratively with proponents and other governments, our process cannot be disregarded simply to meet their needs, including the timelines and deadlines dictated by those needs.”

Alderville First Nation and Curve Lake First Nation

Natural resources and major projects

Some Indigenous partners raised significant concerns about the lack of meaningful consultation and cooperation (including co-development) to date in the implementation of the APMs related to lands, territories, and resources. They emphasize the need for Indigenous-led processes, rather than merely involving Indigenous communities as participants in consultations.

“Rights-holding First Nations and Indigenous communities must be central to the ongoing monitoring of major projects, including roles in environmental surveillance, data collection, and adaptive management in their territories. Establishing Indigenous-led monitoring bodies, with access to real-time project data, is crucial to uphold the principles of the UNDA.”

Alderville First Nation and Curve Lake First Nation

Indigenous partners identified a number of challenges that can limit meaningful participation, including insufficient funding, capacity constraints, and jurisdictional complexities. To address these issues, partners recommend establishing federal-provincial-territorial-Indigenous tripartite agreements that prioritize Indigenous perspectives in policy development and implementation. They also call for adequate funding to support community engagement and capacity-building initiatives, as well as the creation of dispute resolution mechanisms for collaborative problem-solving.

Innu TakuaiKAN Uashat Mak Mani-Utenam encourages the government to align actions with commitments and call for the development of accountability mechanisms for unfulfilled commitments. One Indigenous women’s organization expressed concerns of exclusion from consultations related to resource development projects resulting in an absence of strategies to explicitly ensure women’s safety.



Free, prior and informed consent

References to “free, prior and informed consent” (FPIC) are found throughout the UN Declaration. They emphasize the importance of recognizing and upholding the rights of Indigenous peoples and ensuring that there is effective and meaningful participation of Indigenous peoples in decisions that affect them, their communities and territories.

More specifically, FPIC describes processes that are “free” from manipulation or coercion, “informed” by adequate, transparent, and timely information, and occur sufficiently “prior” to a decision so that Indigenous rights and interests can be incorporated or addressed effectively as part of the decision-making process, all meaningfully aiming to secure the consent of affected Indigenous peoples.

Submissions from Indigenous partners stress that FPIC must empower Indigenous communities to have genuine decision-making authority, including the authority to reject projects that infringe on their rights without facing coercion or undue pressure.

Submissions further state that for any decision affecting Indigenous lands, cultures, or resources to be legitimate, the principle of FPIC must be deeply embedded in every stage of the duty to consult process. Indigenous partners have said that embedding FPIC in the duty to consult requires not just procedural formalities, but enforceable measures that prioritize Indigenous decision-making and ensure that government actions reflect a respectful and equitable engagement with Indigenous communities.

Shared Priorities Measures 32, 33, and 34 are centered on improving Indigenous peoples’ safety, participation and economic inclusion in natural resource development. SP12 focuses on federal efforts, in consultation and cooperation with Indigenous peoples and in collaboration with industry and government partners, to advance safe and secure resource development for Indigenous women, girls, and Two-Spirit individuals affected by, or participating in, natural resource projects. Indigenous women’s organizations have expressed a need to be involved in co-development of strategies that increase Indigenous women’s safety. SP32 calls for developing “guidance on engaging with Indigenous peoples” to obtain their free, prior and informed consent on natural resource projects. SP33 is intended to support the “economic participation of Indigenous peoples and their communities in natural resource development,” including through the Indigenous Loan Guarantee Program. SP34 will “enhance the participation of Indigenous peoples” in decision-making, including measures to enable them to exercise federal regulatory authorities in matters currently regulated by the Canada Energy Regulator (CER).



Shared Priorities Measures 12, 32, 33, and 34

Lead departments: Natural Resources Canada (NRCan), Canada Energy Regulator (CER) and various departments

Status: Planning

Key activities:

Natural Resources Canada (NRCan) leveraged existing networks to engage and advance collaborative work with Indigenous partners on SP12, which included supporting the establishment of a new Indigenous Circle on MMIWG2S+ and Resource Development with the Indigenous Advisory and Monitoring Committee for the Trans Mountain Expansion and Existing Pipeline.

On SP32, NRCan received policy authorities in 2024 and began working with internal and external partners to align objectives and activities and explore existing practices and perceived gaps with respect to the development of “guidance on engaging with Indigenous peoples.”

On SP33, the Canada Indigenous Loan Guarantee Corporation, a subsidiary of the Canada Development Investment Corporation (CDEV), launched the Indigenous Loan Guarantee Program (ILGP) on December 16, 2024. The program will provide up to \$10 billion in loan guarantees to support Indigenous equity ownership in the transportation, infrastructure, trade, natural resource and energy sectors. The program will provide up to \$10 billion in loan guarantees to support Indigenous equity ownership in the transportation, infrastructure, trade, natural resource and energy sectors. NRCan is providing capacity support to Indigenous groups applying to the ILGP for projects in the energy and natural resource sectors.

To advance SP34, NRCan and the CER began collaborating on Phase 2 of the Indigenous Ministerial Arrangements Regulations National Engagement Strategy and the CER undertook extensive engagement with Indigenous peoples through its Onshore Pipeline Regulations and Filing Manuals review.

Parks

The implementation of APMs for national parks, marine conservation areas, historic sites and urban parks highlights the importance of collaboration between the federal government and its partners to incorporate Indigenous rights and perspectives into management practices. Partners note the value of co-management frameworks that recognize Indigenous governance systems and support the inclusion of Indigenous knowledge in the stewardship of natural and cultural resources. A number of partners



noted ongoing challenges, such as administrative delays, limited funding, lack of clarity of roles, and the effect this can have on the level of Indigenous participation. Establishing clear processes and ensuring adequate resources may help support more effective partnerships and contribute to conservation and management efforts.

Shared Priorities Measures 35, 95 to 97, 110

Lead departments: Parks Canada (PC)

Status: Underway

Key activities:

Parks Canada (PC) co-developed an Indigenous Stewardship Policy with the Indigenous Stewardship Circle, a diverse group of Indigenous leaders providing guidance to Parks Canada on the implementation of the UN Declaration. Draft models for how PC may support the establishment of Indigenous Protected and Conserved Areas (IPCAs) were developed internally during the past year and Indigenous consultation and cooperation on these models began in March 2025. Parks Canada is continuing work towards enabling broadened approaches to shared governance with Indigenous partners. Funding to advance shared priorities with Indigenous partners continues to be a challenge. Government support will be necessary to advance legislative and regulatory elements of APMs.

Fisheries and conservation of marine ecosystems

Issues in the fisheries sector are described by Indigenous peoples as reflective of broader regulatory challenges. Indigenous partners highlight that their communities often find themselves navigating frameworks that can limit their traditional fishing practices and management rights, with some of these limitations rooted in the legacy of colonial policies. They also raise concerns about the absence of comprehensive and coordinated funding and regulatory frameworks that recognize customary practices and traditional laws.

Many First Nations expressed a need to revitalize their fisheries and highlight the lack of adequate funding and resources as a barrier to that goal. According to these partners, aligning the [Fisheries Act](#) with the UN Declaration is crucial for integrating Indigenous voices into decision-making processes. Transparency and collaboration between Indigenous communities and federal authorities was identified as essential for building trust and for protecting the rights and interests of Indigenous fishers adequately. It is vital to address these challenges through meaningful consultation and cooperation and adequate support in order to realize the potential of Indigenous fisheries and promote



sustainable practices. An update on APMs related to fisheries can be [found in Annex B](#), with a snapshot of progress by Fisheries and Oceans Canada noted below.

Shared Priorities Measures 36 to 44; Indigenous Modern Treaty Partners Priorities Measure 13; and Inuit Priorities Measure (IN) 22

Lead departments: Fisheries and Oceans Canada (DFO)

Status: Planning (SP44, MT13); Underway (SP36 to 40, SP42, SP43, IN22); Implementation ongoing (SP41)

Key activities:

Fisheries and Oceans Canada (DFO) continues to collaborate with Indigenous partners to review existing communal commercial licensing policies, guidelines, and regulations in Eastern Canada as well as to review the 1999 Pacific Salmon Allocation Policy. Early engagement and collaborative planning discussions were held with Indigenous partners to support a multi-year review of the 1993 Policy for the Management of Aboriginal Fishing.

In Nunavut, DFO is co-developing modernized fishery regulations with Inuit and other Indigenous rights-holders, as well as territorial government partners. A Policy Intentions Paper was co-developed with these partners to frame future regulations and guide consultations. These consultations began in January 2025 and will continue throughout the year. A key next step is co-development of the regulations themselves, which feedback from these consultations will further inform, along with the policy intentions paper, and a broad analysis among partners of current statutes that regulate relevant fisheries.

Collaborative programming and capacity development highlights include the delivery of more than \$60 million in ongoing contributions through DFO's Indigenous Collaborative Programs to support Indigenous-led fisheries and habitat management, monitoring and stewardship initiatives. In Atlantic Canada and Quebec, DFO announced \$259.4 million over three years to support the acquisition of commercial fisheries access to further implement the right to fish in pursuit of a moderate livelihood, as well as discussions at fisheries negotiation tables, with the aim of reaching long-term collaborative fisheries management agreements. Additionally, two major Indigenous-led conservation initiatives have been developed using the Project Finance for Permanence (PFP) model, the Great Bear Sea PFP Agreement (June 2024), for which implementation has commenced, and the SINAA Agreement (February 2025). Through the signing of the Trilateral Salmon Accord (June 2024), DFO is advancing collaborative conservation and restoration of wild salmon between DFO, First Nations and the Government of British Columbia.

In addition, to inform better decision-making for sustainable fisheries, DFO established a \$5 million Indigenous Fishery Monitoring Fund in 2024-2025 to support Indigenous groups



in sharing leading practices, fishery monitoring data, and Indigenous Knowledge. DFO also launched the collaboratively developed [Bridging Indigenous and Science-Based Knowledge \(BIAS-K\) web portal](#), a learning tool which highlights over 250 projects and case studies that include multiple ways of knowing.

Environment

There has been notable progress in advancing Indigenous leadership and participation in climate action and environmental stewardship. Through collaborative efforts, Indigenous governments and organizations have put forward a series of region-specific climate recommendations, reflecting the unique and strategic approaches required to address climate challenges across the country's diverse landscape. Ongoing negotiations to establish Indigenous governance over protected areas further illustrate a growing commitment to recognizing and strengthening Indigenous roles in managing and protecting the environment. Indigenous partners continue to express the importance of FPIC being embedded in every stage of consultation.

“Indigenous Knowledge must not be treated as an "add-on" or as anecdotal input; it must be respected as an essential knowledge system, equal in value to Western science and grounded in a more holistic understanding of impact and responsibility. It must inform decision-making.”

Alderville First Nation and Curve Lake First Nation

Shared Priorities Measures 46 and 47

Lead departments: Environment and Climate Change Canada (ECCC) and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)

Status: On hold (SP46); Underway (SP47)

Key activities:

This fiscal year saw the conclusion of the Indigenous Climate Leadership Agenda's co-development process. With support from the Indigenous Climate Leadership Agenda, First Nations, Inuit and Métis partners led self-determined approaches to consultation and cooperation, including over 100 Indigenous-led engagement sessions with their communities. This engagement process culminated in the submission of a series of region-specific climate recommendations from First Nations, Inuit and Métis governments and organizations. A contribution agreement was signed in July 2024 between Environment and Climate Change Canada (ECCC) and the First Nations National Guardians Network and provides funding for 80 First Nations Guardians initiatives until March 2026. ECCC



continues to engage with First Nations, Inuit and Métis partners to focus on distinctions-based priorities on their respective Guardians initiatives.

Additionally, negotiations advanced for four Protected Areas Framework Agreements, with Indigenous-led governance structures established, and final agreements approved for the Great Bear Sea, Northwest Territories, and Sinaa. ECCC also co-developed the distinctions-based Indigenous Nature Tables with First Nations, Métis and Inuit partners to discuss shared priorities on nature. Finally, the Indigenous Partnerships Initiative supported 115 species at risk conservation projects with First Nations, Inuit and Métis partners.

Cross-cutting priorities and civil and political rights

Indigenous Justice

Shared Priorities Measure 28

Lead departments: Justice Canada and various departments

Status: Underway

Key activities:

The overrepresentation of Indigenous people in the criminal justice system is a serious and complex issue rooted in systemic racism and the legacy of colonialism.

In consultation and cooperation with Indigenous peoples, Justice Canada led the development of an [Indigenous Justice Strategy](#) (IJS) that was released publicly in March 2025. The IJS includes distinction-based chapters for First Nations, Inuit and Métis that identify specific strategies and actions to address systemic discrimination and the overrepresentation of Indigenous people in the criminal justice system and to support the revitalization of Indigenous laws and legal orders. Given their key role and jurisdiction in relation to the administration of justice in Canada, this work was also done in collaboration with provinces and territories.

Based in holistic, trauma-informed understandings of justice, the IJS aims to implement progressive and transformative reforms throughout the justice system to meaningfully address systemic discrimination and the overrepresentation of First Nations, Inuit, and Métis in contact with the Canadian justice system. The IJS recognizes that Indigenous understandings of justice are notably rooted in healing, wellness, respect and community.

The IJS seeks to contribute to the implementation of the UN Declaration and is a vehicle to advance First Nations, Inuit and Métis self-determination and the revitalization of First Nations, Inuit and Métis laws and legal systems.



Border mobility

Indigenous peoples have long expressed concerns about the impact of international borders on their ability to maintain and develop contacts, relations and cooperation, including activities for spiritual, cultural, political, economic and social purposes, with their own members as well as other peoples across borders. The concerns regarding cross-border mobility between Canada and the United States have been exacerbated by increased public and political scrutiny on the border. Indigenous peoples have noted a shift in their experience at Ports of Entry (border crossings), including inconsistent levels of scrutiny and views on appropriate documentation. Indigenous peoples have long expressed frustration with the wide discretion of border services officers, which in some cases has created hesitation or uncertainty around travel. This has had an impact on their ability to engage in cultural practices, maintain family connections, and participate in community ceremonies.

Shared Priorities Measure 52

Lead departments: Immigration, Refugees and Citizenship Canada (IRCC) and Canada Border Services Agency (CBSA)

Status: Underway

Key activities:

To alleviate short term pressures while working towards a more permanent solution, IRCC launched a series of Temporary Measures to make it easier for Indigenous people separated by Canada's borders to reunite with their family, as well as work or study in Canada. Indigenous partners were involved in the development of the Temporary Measures, and their perspectives informed their scope and implementation. Discussions with Indigenous partners continue regarding the development of policy options for long-term legislative changes to address Indigenous border mobility challenges.

On a parallel track to UN Declaration Act implementation, IRCC, the CBSA and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) have committed limited funds to support administration and coordination costs for the Jay Treaty Border Alliance Collaborative Initiative (JTBA-CI) as this contributes to the pursuit of legislative and policy measures outlined in Shared Priorities Measure 52. IRCC, the CBSA and CIRNAC have engaged in discussions, through the JTBA-CI technical tables and other fora, on improving border crossing experiences for Indigenous peoples.



Participation in decision-making

“True cooperation and co-development would include: Involving our leadership and grassroots members from the start of policy design and decision-making.”

Interlake Reserves Tribal Council

Participation in decision-making is a key component of the UN Declaration. During consultation and cooperation to develop the Action Plan, Indigenous partners were clear that the Action Plan must include measures related to the right to participate in decision-making, highlighting the need for early involvement in policy design, and the ability to actively shape initiatives. Measures included in the Action Plan provide a road map of work to be undertaken in consultation and cooperation with Indigenous peoples to enhance the participation of Indigenous peoples in decision-making. Some Indigenous partners continue to advocate for grassroots involvement in policy design, and Indigenous women’s organizations and organizations representing urban Indigenous people continue to reiterate the importance of their inclusion. Calls for accountability mechanisms also continue.

Shared Priorities Measures 66 to 70

Lead departments: Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC), Justice Canada (JUS) and various departments

Status: Planning (SP66); Underway (SP67, SP68); Implementation ongoing (SP69, SP70)

Key activities:

Justice Canada (JUS) created a working group to ensure interdepartmental coordination in order to advance the development of an implementation plan for SP66 with Indigenous partners.

Concrete measures co-developed under the permanent bilateral mechanism process continued to be advanced (SP67). Co-development principles have been developed with First Nations, Inuit, and Métis. These are at different stages of finalization. In addition, a Cabinet Directive to support the implementation of the Inuit Nunangat Policy was co-developed with Inuit partners and approved by Cabinet in December 2024.

To advance SP68, Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) leads the co-development of consultation protocols and resource centres with Indigenous partners through the Federal Initiative on Consultation. This work has supported the co-development of 13 consultation protocols and the establishment of five resource centres



since it was created in 2008. In addition, this past fiscal year, approximately 35 profiles in the Aboriginal and Treaty Rights Information System had information co-validated or co-developed with Indigenous communities in support of Indigenous consultation.

CIRNAC also provided funding to the Native Women's Association of Canada, Pauktuutit Inuit Women of Canada, and Les Femmes Michif Otipemisiwak to support implementation of SP69. In addition, over \$7.3 million in funding supported 33 projects for Indigenous women's and 2S+ organizations in line with SP70.

Economic, health and social rights

Health

Partners shared that resources for Indigenous health programs related to Action Plan implementation remain limited and expressed that mainstream healthcare is failing to meet the needs of Indigenous women across Canada. Health systems need to take actions to ensure Indigenous peoples receive prompt, safe, culturally appropriate, trauma-informed, and gender-based services across the continuum of care where they reside. They highlighted the importance of Indigenous leadership in the implementation process.

Some of the major challenges identified by partners are:

- ongoing systemic racism and discrimination in health services
- a need for sustainable funding models
- inclusive engagement that incorporates diverse perspectives
- mechanisms for monitoring and accountability to ensure that health services are culturally relevant and effective



Shared Priorities Measures 6 to 8, 71, and 89

Lead departments: Indigenous Services Canada (ISC); Health Canada (HC); and the Public Health Agency of Canada (PHAC)

Status: Underway

Key activities:

In October 2024, the Minister of Indigenous Services received the authority to pursue separate First Nations, Inuit and Métis health-related policy and legislative options, and adjust co-development approaches to enhance transparency and collaboration.

Discussions are ongoing with partners to strategize on next steps. (SP6)

Health Canada (HC), through the Addressing Anti-Indigenous Racism and Discrimination in Canada's Health Systems (ARD) program, funded several initiatives, such as updated Cultural Humility and Cultural Safety Standards for Nursing Education by the Canadian Association of Schools of Nursing, as well as an Indigenous Health and Wellness, Advocacy, and Allyship course developed by Athabasca University. Funding for Health Canada's ARD program sunsetted in Fiscal Year 2023-2024. Indigenous Services Canada (ISC)'s funding was renewed through Budget 2024 to continue fostering health systems free from racism and discrimination. In 2024-2025, this initiative supported the continued implementation of Indigenous-led projects aimed at improving fair and equitable access to quality and culturally safe health services for Indigenous patients, including the hiring of Indigenous health systems navigators, Indigenous patient advocates, and Indigenous midwives and doulas (SP7).

Comprised within the Public Health Network, the Council of Chief Medical Officers of Health (CCMOH) updated its terms of reference to include representation from First Nations, Inuit and Métis. In January 2025, trilateral meetings were held between Canada, the government of Alberta and leadership from Treaties 6, 7, and 8, the Métis Settlements General Council, and the Otipemisiwak Métis Government to discuss Indigenous health priorities, where former Minister of Health Holland and Minister LaGrange (Alberta) agreed to ongoing trilateral meetings to support Indigenous participation and collaboration towards improved access to culturally safe health services. In March 2025, technicians from Indigenous partners, Alberta's Ministry of Health, ISC, and HC met to discuss next steps and agreed to schedule monthly technicians meetings leading up to an in-person Ministers and Indigenous leaders' meeting in Fall 2025. Additionally, HC and ISC also met with Assembly of First Nations and Inuit Tapiriit Kanatami leadership, with provinces and territories participation, specifically by the Ministers of Health from Manitoba, Northwest



Territories, and Nunavut. Also, over the past year, ISC officials have worked closely with First Nations, Inuit and Métis communities and their organizations on the implementation of the Indigenous Health Equity Fund, which provides flexible funding to support Indigenous-led approaches to quality and culturally safe health services (SP8).

Urban programming

We often hear from partners representing urban Indigenous peoples that a majority of Indigenous people live off-reserve in urban settings where they face a complex web of jurisdictional overlap in accessing services. In these contexts, Friendship centres and Indigenous women’s organizations play an important role in the delivery of culturally relevant programs and services.

While there continues to be support for the development of an Urban Indigenous Strategy, Indigenous partners emphasize that Shared Priorities Measure 84 needs a distinct consultation process, outside of [Urban Programming for Indigenous Peoples](#) (UPIP), to be fully addressed. Furthermore, partners stressed that the federal government should coordinate with provinces to meet the needs urban Indigenous peoples.

Shared Priorities Measures 84 and 90

Lead departments: Indigenous Services Canada (ISC) and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)

Status: Underway (SP84); Not Started (SP90)

Key activities:

For SP84, the [Urban Programming for Indigenous Peoples](#) (UPIP) worked with Indigenous partners to advance an Indigenous-led and co-developed UPIP Performance Measurement Framework.

For SP90, engagement to develop options to address policy, program, and socio-economic gaps has not begun.

Housing

Indigenous partners expressed ongoing concerns regarding the current approach to developing and implementing housing-related APMs, highlighting the lack of meaningful consultation and cooperation and the need for housing policies that recognize Indigenous rights, responsibilities, and cultural contexts. They stress the importance of co-developing culturally safe, community-led housing solutions that shift from federal models to long-term Nation-determined housing authorities. Limited funding, capacity challenges, and



fragmented implementation across departments continue to hinder progress. To overcome these barriers, partners recommend collaborative, co-developed frameworks, long-term stable funding, and the inclusion of clear targets and accountability mechanisms to ensure transparency and meaningful outcomes in housing-related initiatives. Partners also spoke to the need for infrastructure development to consider future climate risks and local employment opportunities.

Shared Priorities Measure 88, First Nations Priorities Measures 11 and 15

Lead departments: Canada Mortgage and Housing Corporation (CMHC) and Indigenous Services Canada (ISC)

Status: Implementation ongoing (SP88, FN15); Not Started (FN11)

Key activities:

In March 2024, Canada Mortgage and Housing Corporation (CMHC), Indigenous Services Canada (ISC) and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) developed the Urban, Rural and Northern Indigenous Housing Strategy. This includes the future creation of a National Indigenous Housing Centre (National Centre) and separate funding directly to distinctions-based groups. It is intended that the National Centre will disburse the majority of funds to Indigenous housing and service providers. ISC and CIRNAC are delivering funds in distinctions-based funding to First Nations, Inuit and Métis partners and Modern Treaty and Self Governing First Nations partners.

As an interim measure to address FN11, CMHC has prioritized and invested in preliminary research, led by the Assembly of First Nations, to explore options for transferring CMHC's on-reserve housing programs and funding to First Nations. Key research initiatives identified barriers and options for transfer, emphasizing the need for First Nations-led governance and sustainable funding.

In support of FN15, between January and December 31, 2024, ISC invested \$279.8 million in housing projects on-reserve. During the same period, First Nations completed work on 716 new homes, significantly enhancing housing infrastructure in their communities. ISC supports First Nations partners in developing solutions from the ground up to advance the shared goal of transferring the responsibility for housing and community infrastructure programs to First Nations organizations. First Nations design service delivery models that meet the needs of rights-holders while recognizing and implementing their inherent right to self-determination.



Cultural and linguistic rights

Indigenous languages

The revitalization of Indigenous languages is a critical aspect of the broader efforts to implement the UN Declaration. Indigenous languages are not merely a means of communication: they are integral to the identity, culture, and traditions of Indigenous peoples. Many Indigenous organizations emphasize that language is a key component of self-determination and governance that must be prioritized in educational curricula and community programming to ensure that future generations can connect with their heritage.

Despite the recognition of the importance of Indigenous languages, Indigenous partners noted that there are significant challenges to their revitalization. Many Indigenous communities face systemic barriers, including a lack of funding, resources, and support from government institutions.

Shared Priorities Measures 91 to 93 and Inuit Priorities Measure 11

Lead departments: Canadian Heritage (PCH)

Status: Planning (SP91); Underway (SP92, SP93, and IN11)

Key activities:

Canadian Heritage (PCH) has begun working in consultation and cooperation with Indigenous partners on the design of options for an independent review of the *Indigenous Languages Act*. As well, PCH continues to work on advancing access to federal services in Indigenous languages. This has included the translation of key documents such as the *Canadian Charter of Rights and Freedoms* (now [available](#) in 11 Indigenous languages) and the *Indigenous languages Act* ([available](#) in four Indigenous languages). Through engagement with over 20 federal departments and agencies and in consultation and cooperation with Nunavut Tunngavik Incorporated, PCH is currently in the process of determining the capacity of the federal government to provide services in Inuktitut in Nunavut and identify opportunities to further enhance services.

In addition, PCH continues to administer new distinctions-based funding models for Indigenous languages that were introduced in 2023-2024 that provide greater Indigenous autonomy, long-term funding and better responsiveness to First Nations, Inuit and Métis priorities.



Education, information and media

While Regional Education Agreements (REAs) aim to support First Nations control over their own education, some partners feel the current measures confuse true self-determined education with these agreements, which are often seen as administrative. Another concern is that comparing funding to provincial systems does not work well, since those systems do not address challenges associated with First Nations education funding models over many decades. Partners also note that there is a need for funding above provincial levels to support First Nations languages and cultures, which go beyond what provincial curriculums typically include. Another concern relates to the discrepancy between services on- and off-reserve where youth who study in provincially run school systems do not have access to their First Nations cultural and linguistic practices and risk facing assimilationist practices.

We also heard from an organization representing Indigenous Friendship Centres (IFC) that investment in urban Indigenous early childhood education through IFCs can help advance linguistic and cultural revitalization among Indigenous peoples living in urban and off-reserve settings. Article 14.3 of the UN Declaration, requires States to, “take effective measures, in order for Indigenous individuals, particularly children, including those living outside their communities, to have access, when possible, to an education in their own culture and provided in their own language.” In Ontario, IFCs operate 7 of the 37 sites that deliver culturally rooted childcare. It is estimated that another 140 sites and 10,000 spaces are needed to fill the gap.

Education

Indigenous partners told us that implementation of the APMs related to education involves collaboration with ISC to align education programs with the principles outlined in the UN Declaration, emphasizing the importance of Indigenous control over their educational systems. Partners emphasize the necessity for educational systems that are culturally relevant and reflective of Indigenous perspectives, histories, and languages, and have advocated for curricula that honor their unique identities and experiences. They noted gaps in current educational frameworks, which often exclude Indigenous content, leading to a lack of understanding about Indigenous rights and histories.

By addressing these needs, the goal is to close the educational gap between Indigenous and non-Indigenous Canadians, ultimately fostering a more equitable and inclusive education system that respects Indigenous perspectives and cultural values.



Partners stress the importance of integrating Indigenous knowledge systems into educational programs and highlight the need for adequate funding and resources to support community-led initiatives. Furthermore, there is a call for increased collaboration between federal departments and Partners to ensure that educational policies align with self-determination and cultural relevance, addressing historical and systemic barriers that hinder the realization of their rights and aspirations in education.

“Kamada Elders believe education curricula needs to be revamped to include First Nations perspectives, accessibility to archives, ability for children, youth to explore lands location of sacred sites right across Canada, to allow children, youth, Elders to go and learn from other Indigenous groups across turtle island about sacred sites, ceremonial activities. Understanding who they are, where they came from, teaching the youth, children about the land allows teaching them of their roles and responsibilities as land caretakers. Going out to other parts of the island allows them to network, collaborate on why the climate crisis is important. Healing of the land is just as important as healing of the people.”

Kokums and Mochumas Against Drugs and Alcohol (KAMADA)

Shared Priorities Measures 102, 103, and First Nations Priorities Measure 19

Lead departments: Employment and Social Development Canada (ESDC) and Indigenous Services Canada (ISC)

Status: Underway

Key activities:

In 2024-2025, Indigenous Services Canada continued to implement three distinctions-based Post-Secondary Education Strategies, as well as the First Nations and Inuit Youth Employment Strategy (FNIYES). The distinctions-based post-secondary education strategies aim to help close the education attainment gap by increasing access to and supporting success in post-secondary education for eligible First Nations, Inuit and Métis Nation students. FNIYES supports employment and skills development opportunities for First Nations youth living on reserve and Inuit youth living outside of their land claim area (who are between the ages of 15 and 30), and is a component of the broader Youth Employment and Skills Strategy, led by ESDC.

Income Assistance's Case Management and Pre-Employment Supports bridge the gap for individuals aged 18 to 64 who are ready to pursue training opportunities and secure



employment. Over the course of 2024-2025, Indigenous Services Canada (ISC) transferred \$41.9 million to 91 First Nations recipients. Employment and Social Development Canada (ESDC) and ISC continue to support the implementation of the co-developed Indigenous Early Learning and Child Care (IELCC) Framework. This initiative enables greater influence and control by Indigenous people over IELCC programs and services; supports early learning and childcare priorities set by Indigenous communities; and strengthens foundational supports for IELCC. As well, the Education Partnerships Program (EPP) engaged with First Nations partners through formal consultations and community engagement sessions to improve education outcomes for First Nations students. Capacity building was facilitated through funding and resources for training and technical assistance.

Media

Shared Priorities Measures 105

Lead departments: Canadian Heritage (PCH)

Status: Complete

Key activities:

In March 2024, the Minister of Canadian Heritage announced permanent funding to support Indigenous-led storytelling through the Indigenous Screen Office (ISO). This funding includes \$65 million over five years starting in 2024-2025 and \$13 million per year ongoing. This ongoing funding fulfills the work for SP105 from the UN Declaration Act Action Plan by providing the ISO with a foundation to continue the critical work of growing the Indigenous screen-based production sector. The ISO has become a critical voice in the industry and is a model for the transformative power of Indigenous leadership that has inspired the screen sector and beyond.

ISO-supported projects have had wide-reaching impacts. For example, the new Canadian Broadcasting Corporation (CBC) series *North of North*, produced in association with Aboriginal Peoples Television Network and Netflix, premiered on Netflix in the Top 10 list, in 27 countries. The project was filmed in Nunavut's first production studio, which was constructed with the help of a large capital investment by the ISO.

Implementation and redress

Redress for Residential Schools

Implicit in many of the submissions received from Indigenous peoples are the ongoing impacts of Canada's colonial history, including the legacy of the Indian Residential School



(IRS) system that had and continues to have a devastating effect on Indigenous cultures, communities and families. Continuing the work of addressing the impacts and uncovering truths about the children forced to attend these institutions is an important element in advancing truth and reconciliation among the Indigenous and non-Indigenous populations.

Shared Priorities Measures 107 and 108

Lead departments: Justice Canada (JUS) and Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)

Status: Planning (SP107); Underway (SP108)

Key activities:

The Independent Special Interlocutor for Missing Children and Unmarked Graves and Burial Sites associated with Indian Residential Schools (Special Interlocutor) shared her Final Report “[Sites of Truth, Sites of Conscience](#)” with Indigenous Survivors, families, leadership and federal Ministers in October 2024. Justice Canada’s support to the Special Interlocutor’s mandate concluded in late 2024. Implicated departments have undertaken initial work to review the Final Report’s recommendations in order to develop potential approaches for acting on them, which will require consultation and cooperation with Indigenous peoples.

The Indigenous-led Indian Residential Schools Document Advisory Committee (the Committee) was established in 2023 to make recommendations on minimizing barriers to sharing relevant Indian Residential School-related documents. Through the Committee, the perspectives of Indigenous partners were fully considered in discussions surrounding the identification, review, and recommendations related to sharing documents of historical significance. All meetings between federal and Indigenous non-government members of the Committee involved honest and open discussions, sharing of lived experiences by the IRS Survivors and family members, and recommendations for the definition of an IRS document. Finalized by the Committee in 2024, the recommendation encapsulated all the appropriate search terms to be used in identification of relevant documents. Regrettably, in Fall 2024, the Chairperson of the Committee announced that the Indigenous non-government members of the Committee were suspending their participation indefinitely due to a lack of forward funding for the project.

CIRNAC is leading ongoing work to identify, review, and collect relevant federal documents based on the Committee’s approved definition.



Dismantling the *Indian Act*

Action Plan Measure SP20.1 commits the Government of Canada to including in the UN Declaration Act annual report information on progress towards dismantling of the *Indian Act*. The Government of Canada continues to be committed to supporting First Nations-led processes to transition away from the *Indian Act*.

The Indigenous Services Canada (ISC) Annual Report to Parliament outlines measures that ISC is currently taking to achieve key objectives, including transferring control for departmental services to First Nations, Inuit and Métis. This key objective is paramount for supporting the self-determination of First Nations, Inuit, and Métis communities and partners. For a more comprehensive update on the work undertaken by ISC, please consult the aforementioned reports on the ISC [Annual Reports page](#).

Indigenous data sovereignty

The importance of having access to data related to the members of Indigenous communities to monitor impacts of programs of their membership can allow communities to understand impacts related to education, interactions with the justice system, and water quality among others. An Indigenous women’s organization spoke to the need for a distinctions-based plus approach to data that extends beyond a three-stream framework (First Nations, Inuit and Métis) to one that reflects the lived realities of urban Indigenous people, especially women.

“Data sovereignty will create the governance capacity First Nations need to engage with other levels of government on an equal footing – in mutually beneficial ways – to help resolve common issues, better and faster.”

Union of Nova Scotia Mi’kmaq

Shared Priorities Measure 30

Lead departments: Indigenous Services Canada (ISC), Treasury Board of Canada Secretariat (TBS), Library and Archives Canada (LAC) and various departments

Status: Underway

Key activities:

The Treasury Board of Canada Secretariat (TBS), Indigenous Services Canada (ISC), and Library and Archives Canada (LAC) co-chair the Working Group on Indigenous Data Sovereignty. Its purpose is to foster a whole-of-government approach to, and federal governance support for, SP30. This group includes 10 federal institutions that meet



monthly to coordinate on Indigenous data sovereignty issues and collaborate on engagements. Under the Transformational Approach to Indigenous Data, ISC supports the development of Indigenous-led data capacity in the form of distinctions-based statistical institutions. With ISC's support, the First Nations Information Governance Centre notably established a network of national and regional data champion teams. Inuit Tapiriit Kanatami and the signatories of the Canada-Métis Nation Accord made significant progress on their respective Data Strategies, which will be released in 2025-2026.



Consultation and cooperation

Indigenous partners have asked the Government of Canada to provide clarity on the consultation and cooperation requirement of the [UN Declaration Act](#) and its relationship to the section 35 constitutional duty to consult and to free, prior and informed consent.

As part of the annual reporting process, Justice Canada asked Indigenous partners and other government departments to share their understandings of five key terms: consultation, cooperation, co-development, co-management, and engagement.

Indigenous partners and government departments articulated these terms in various ways, but there were notable areas of shared understanding. Some terms were seen as overlapping or inseparable. Indigenous partners often insisted on relationship building as equal partners, rather than a paternalistic approach. Additionally, some departments reported using some terms more than others, depending on the subject matter of their work (for example, social development versus natural resources management).

Justice Canada identified key themes emerging from the feedback provided, including (but not limited to) the need for federal organizations to be more:

- realistic and flexible on timelines and scope of requests
- clear on the objectives and expected outcomes
- oriented toward a rights-based or Treaty-based approach
- coordinated to avoid overlapping sessions and consultation fatigue
- respectful of and responsive to Indigenous governance structures, laws, and sovereignty – use a Two-Eyed seeing approach
- prepared to provide all relevant information in accessible formats
- inclusive of Indigenous women and girls, persons with disabilities, youth, Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and other sexually and gender diverse (2SLGBTQI+) persons, and urban and off-reserve Indigenous people
- responsive to requests for information
- ready to secure mandates to advance implementation work together
- consistent in their approaches to consultation
- mindful not to invoke Cabinet confidence when unnecessary
- able to prioritize Indigenous-led processes to ensure participants feel heard and respected
- transparent on who was consulted and how recommendations were incorporated into final reports and decisions



- able to provide adequate and sustainable funding to ensure capacity to participate
- willing to include Indigenous partners in decision-making processes

These themes pertain to the five terms to varying extents. The following sections provide more detailed reflections in support of common understanding on terminology. Further work with Indigenous partners will be required to bring additional clarity to the similarities and differences among these terms and for federal departments to better understand Indigenous partners' perspectives.

“Though consultation, cooperation, and co-management intertwine, it is necessary to recognize the existing mechanisms are colonial and not reflective of our distinct cultural ways of being.”

Mushkegowuk Council

Indigenous perspectives on engagement

Some Indigenous partners saw engagement as a broad two-way discussion or dialogue on a matter of interest to Indigenous peoples, while others defined it as an all-encompassing continuum of activities. In their view, meaningful engagement includes things like active listening and knowledge sharing, and is intentional, transparent, accountable, and rooted in self-determination. One partner pointed to the challenge of community engagement when most of the members live outside of the community. Another partner pointed to engagement as the first step to fulfilling the UN Declaration. Again, some Indigenous partners highlighted relationship building as a central component to engagement. A few Indigenous partners also expressed skepticism, based on their experiences, with regards to federal departments' use of this term.

“Indigenous women see the UNDA Action Plan as a tool to hold federal departments accountable for Indigenous women's inherent rights and to dismantle racism and discrimination under the Indian Act. Indigenous women's fundamental right to safety must be at the forefront this work. Ontario Native Women's Association (ONWA) calls for Indigenous women's leadership, voices, and organizations to be included in the implementation of the Action Plan Measures. Indigenous women hold the knowledge and solutions for how to dismantle systems of harm and implement actions that honour the spirit and intent of the UNDRIP. We are leaders, Knowledge Holders, and we hold sacred responsibilities in our families and communities. We have a rightful role to be included in the cooperation and co-development of the UNDA implementation and strategies to uplift our communities. ONWA continues to advocate for a



seat at the table and has done extensive work internationally with the United Nations to advance Indigenous women’s rights and gender equality.”

Ontario Native Women’s Association

Government perspectives on engagement

Similar to some of the views shared by Indigenous partners, some departments understood engagement as a continuum of activities that can encompass consultation, cooperation and co-development. Others viewed engagement, like some of the perspectives shared by Indigenous partners, as building a foundation for long-term relationships with Indigenous partners. A few departments also emphasized that engagement is not a legal requirement, unlike the section 35 constitutional duty to consult. They did, however, recognize its importance, and even its necessity, when a policy, program or legislative initiative may be of interest to Indigenous peoples.

Departments indicated that engagement could include actions such as information sharing, attending events or conferences, discussing needs and experiences, promoting services, and identifying opportunities for collaboration.

Engagement can lead to increased awareness and greater trust and should be an ongoing action to support sustained participation and relationship building.

As an example, the department for Women and Gender Equality Canada (WAGE) engaged with Indigenous partners to discuss their work and priorities, share progress related to the 2SLGBTQI+ Action Plan's implementation, and discuss opportunities for collaboration. This included bilateral meetings with some Indigenous 2SLGBTQI+ organizations and national leaders and representatives as well as the annual meeting of Federal-Provincial-Territorial (FPT) Ministers responsible for the Status of Women and National Indigenous Leaders and Representatives.

Indigenous perspectives on consultation

Indigenous partners viewed consultation as much more than a checkbox exercise, routine exchange of information, or legal requirement. Instead, partners saw themselves central to consultation, grounded in FPIC and their right to self-determination.

Not just a...	But rather a(n)...
checkbox exercise	open dialogue and discussion
administrative formality	proactive, rights-based process



legal requirement	reciprocal obligation
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In their view, consultation means providing clear and accessible information, ensuring early, ongoing, and meaningful communication where Indigenous peoples feel heard and understood, and offering opportunities to formulate feedback and recommendations within reasonable timeframes. This feedback then shapes a policy, program, or legislative initiative from the earliest stages.

Additionally, Indigenous women’s organizations advocated for a distinctions-based plus approach to ensure their inclusion in the consultation on the issues that impact their daily lives. These organizations also called for culturally safe spaces for conducting consultations with Indigenous women, girls, and Two-Spirit individuals.

At the core, consultation must focus on relationship building with Indigenous peoples and respect their governance structures, laws, and decision-making authority. Of note, these principles also apply to other terminology outlined in this section on the report. Some partners pointed to the need for regional and community-specific consultation. Indigenous partners also insisted that federal departments must respect their decision to withhold consent, or to say "no," on a given initiative. Seen in this way, Indigenous partners’ views can be honestly integrated into decisions that affect them, and lead to meaningful action.

“Consultation is the process of building consent with Indigenous peoples through open and ongoing discussion. Indigenous peoples must continuously consent to the processes and actions of UNDA implementation and reaffirm this consent through ongoing consultation.”

Pauktuutit Inuit Women of Canada

Government perspectives on consultation

For federal departments, consultation can be related to both the duty to consult associated with section 35 and the statutory obligation to consult and cooperate found in the [UN Declaration Act](#). Of note, while the constitutional duty to consult is limited to adverse impacts, the statutory obligation to consult and cooperate is not. See the [Interim Guide for Officials](#) for a more in-depth comparison.

With regards to UN Declaration Act, departments reported consultation activities ranging from sharing information, listening to concerns and perspectives, to openly discussing their plans and priorities. Most importantly, like Indigenous partners, departments viewed consultation as an opportunity for Indigenous partners to influence decision-making on a policy, legislative or other initiative. For example, Correctional Service Canada (CSC)



consulted with the National Elders Working Group and Regional Elders to advance SP60 on Indigenous overrepresentation in correctional facilities. The Elders provided recommendations regarding creating an inclusive and effective educational experience for CSC officials taking the Foundations of Indigenous Corrections training. These recommendations were integrated into the training developed this year.

Indigenous perspectives on cooperation

Indigenous partners generally agreed that cooperation goes beyond consultation, with some partners indicating that it cannot be separated from it. Many partners spoke about cooperation as a relationship that is developed in good faith and over time. They also pointed to shared responsibilities, like jointly identifying priorities.

Similarly, they stressed giving Indigenous lived realities and expertise equal consideration in shared decision-making. Other desired characteristics were emphasized, like innovation, transparency, reciprocity, mutual respect, trust and shared accountability. At a basic level, responses indicated that cooperation could include ensuring that meetings and events are scheduled at mutually convenient times. At a higher level, cooperation entails respect for self-determination, treaty rights and Indigenous sovereignty, in the view of some partners.

“There is also a disciplinary energy that tends to accompany the concept of *cooperation* as practiced in federal spaces. Indigenous peoples are often subtly or explicitly encouraged to be “reasonable,” to avoid disruption, or to focus on consensus even when their rights are being limited. This framing erodes the potential of cooperation as a relationship-building tool and reduces it to a mechanism for managing Indigenous resistance rather than affirming Indigenous authority.”

Yukon Assembly of First Nations

Government perspectives on cooperation

Many federal departments and agencies also viewed cooperation as an extension of consultation. In general terms, cooperation involved working together more closely and intensively to achieve shared objectives, including open communication. More practically, departments have practiced cooperation through the mutual sharing of knowledge, resources and expertise, and in various formats, such as regular bilateral meetings, webinars, committees, working groups, or review panels. However, for federal departments, cooperation did not generally extend to shared decision-making on policy, legislative or other initiatives.



Indigenous perspectives on co-development

Indigenous partners viewed co-development as working together with the Government of Canada right from the very beginning of a policy, program or legislative initiative. In its early phases, this work could include establishing the joint objectives, priorities, and terms and conditions, and involving Indigenous leadership, and community members including Indigenous women, girls, Two-Spirit individuals, Elders and youth.

Many Indigenous partners stressed the importance of their voices being given equal importance and the ability to share equal decision-making power. They emphasized the need for federal departments to listen and truly incorporate the traditional knowledge, lived experience and priorities of Indigenous peoples, including that of Indigenous women, girls, and Two-Spirit individuals.

Additionally, they highlighted the importance of funding to facilitate meaningful participation. Co-development supports the realization of the right to participate in decision-making in matters impacting Indigenous rights.

While many Indigenous partners felt that co-development practices still need further improvement, one Modern Treaty partner cited some examples of successful co-development: Canada's Collaborative Self-Government Fiscal Policy, Canada's Modern Treaty Implementation Policy, and the introduction of Bill C-77 to establish a Commissioner for Modern Treaty Implementation.

Government perspectives on co-development

Federal departments recognized that co-development has no single definition or approach, and that any definition would have to be developed with Indigenous partners. Departments referred to several common traits like those identified by Indigenous partners, including working closely together and meaningfully integrating perspectives from both parties at all stages: from planning to development to implementation. Drawing on concrete experiences, departments indicated that being responsible, flexible, honest and transparent were important values to achieve a true co-developed outcome based on joint decision-making.

Departments reported various programs, policies or initiatives as being co-developed with Indigenous partners, including but not limited to the: [Indigenous Skills and Employment Training program](#), the [Nunavut Directive](#), the [Indigenous Stewardship Policy](#), and the [Cabinet Directive on the Implementation of the Inuit Nunangat Policy](#).



CIRNAC made progress negotiating agreements with the Gwich'in Government, the Inuvialuit Regional Corporation, Sahtu Dene and Métis, Makivik Corporation, and the Naskapi Nation of Kawawachikamach (Indigenous Modern Treaty Partner Priorities Measure 1.4).

In addition, CIRNAC and partners have made progress on co-development principles with First Nations, Inuit, and Métis. Inuit-Crown co-development principles endorsed by federal and Inuit leadership in December 2022 are now being used to guide collaborative work undertaken by Inuit and federal partners. An agreement-in-principle has been reached on the draft Canada-Assembly of First Nations co-development principles and is pending formal endorsement. The Canada-Métis Nation co-development principles secured agreement-in-principle in January 2024 and is pending formal endorsement.

Indigenous perspectives on co-management

Indigenous partners defined co-management as jointly managing resources, and involving shared administration, decision-making and accountability. They understood co-management mainly in the context of land, water and natural resources management, but could also extend to overseeing the activities and resources to achieve the goals and objectives in a strategy or Political Accord. Consideration of each party's management principles and knowledge, both traditional and contemporary, were deemed important. These parties could include provincial or territorial partners. Some Indigenous women's organizations pointed to the need to involve Indigenous women in co-management issues particularly given their traditional role as protectors of the lands and waters.

Additionally, some partners stated the need for co-management to be supported by joint legislation or binding agreements. One partner pointed to the need to have more resource-sharing agreements, rather than just revenue-sharing agreements. Another partner also shared their positive experience working with Parks Canada on co-developing the concept of shared stewardship, instead of co-management, within the Rights Implementation Agreement.

“Key to the success of co-management is the recognition of Indigenous rights and interests as well as traditional knowledge and cultural practices.”

Maa-nulth Treaty Society in support of the Huu-ay-aht First Nations, Ka:'yu:k't'h'/Che:k'tles7et'h' First Nations, Toquaht Nation, Uchucklesaht Tribe and the YuułuꞀitꞀath Government



Government perspectives on co-management

Reflecting the tendency to frame co-management in the context of land, water and natural resources noted above, departments and agencies working in management or regulation of natural resources in Canada, such as Parks Canada and the Impact Assessment Agency of Canada, provided responses to this question.

Strengthened co-management models are a critical element of the Parks Canada [Indigenous Stewardship Framework and Policy](#) and approach to implementing the UN Declaration. Parks Canada currently has over 50 co-management arrangements in place with Indigenous partners, and Action Plan Measure SP95 is focused on enabling broadened approaches to cooperative management, governance and decision-making, including through policy, regulatory and legislative options. This work is ongoing.

The Impact Assessment Agency of Canada pointed to existing definitions articulated in the [Impact Assessment Act](#), where co-management is included in the definition of a specific type of jurisdiction. The Federal Review Panel South under the James Bay and Northern Quebec Agreement was provided as an example of a co-management body.

Challenges, wise practices and lessons learned

Among the most frequently cited wise practices and lessons learned were allocating enough time and engaging early with partners as well as ensuring sufficient funding for meaningful and sustained participation. Federal departments also said that providing supports, such as materials in Indigenous languages or ensuring meetings are accessible for Indigenous persons with disabilities were important.

Limited funding and time to engage, were also frequently cited as barriers. Without sufficient departmental capacity, some departments and agencies were unable to consult with as many Indigenous partners or travel to conduct in-person engagements. One department pointed to challenges with regards to the level of Indigenous-Federal-Provincial-Territorial collaboration and coordination required while respecting jurisdictions. Other barriers included but were not limited to:

- delays in obtaining policy authorities
- prorogation of Parliament that compressed timelines
- the requirement to maintain Cabinet confidentiality
- limitations in technology and Internet access
- navigating trauma experienced by various members following deaths in Indigenous communities



Many departments stressed the need to approach the work in a respectful manner, for example, with regards to Indigenous knowledge, terminology used in meetings, and when scheduling meetings. Building trust through listening, consistency, transparency and openness to criticism without defensive responses were also emphasized. Some departments spoke about following distinctions-based and regional approaches, while others highlighted the importance of having in-person meetings to build relationships, attending Indigenous-led events and conferences, and exploring priorities and interests to Indigenous partners, not just government-mandated priorities.



Equality, non-discrimination, and intersectionality

“While any proposed plan or direction may appear admirable in theory, its implementation, devoid of participation from a diverse representation of First Nations, Inuit, and Métis Peoples with disabilities, results in the marginalization and exclusion of our most vulnerable populations.”

Indigenous Disability Canada

Since the launch of the [Action Plan](#), there have been ongoing efforts to ensure that implementation is reflective of gender and other forms of diversity. A gender-inclusive and intersectional approach to implementation means ensuring that the priorities and recommendations of Indigenous women, Elders, children and youth, 2SLGBTQI+ persons, and persons with disabilities inform the advancement of APMs impacting their rights.

This year’s annual report builds on Indigenous learnings and wise practices in reporting on implementation progress in a culturally relevant, gender-based and intersectional way. It weaves in Indigenous partners’ gender- and diversity-based perspectives. This broad and inclusive focus helps to amplify Indigenous partners’ gendered and intersectional recommendations for implementation, while reporting on federal progress in upholding all Indigenous rights under the [UN Declaration Act](#).



Alt text: Weaving of Stó:lō Nation’s traditional matriarchal modes of governance.



Federal actions to address anti-Indigenous racism, discrimination and violence

Several federal legislative, policy and program initiatives referenced in the Action Plan reflect gender-based and intersectional considerations, as they seek to address the diverse needs of Indigenous women, Elders, children and youth, 2SLGBTQI+ persons, and persons with disabilities.

Federal departments, through a wide array of approaches, welcome participation from Indigenous women, Elders, youth, 2SLGBTQI+ persons, and persons with disabilities, in implementing their respective APMs. Several departments embed Gender-based Analysis Plus (GBA Plus) considerations in the drafting and review processes of legislation and regulations that intersect with section 5 of the UN Declaration Act. Departments have integrated, to varying degrees, GBA Plus into their initiatives and programs that impact the rights of Indigenous peoples.

Federal departments have relationships, engagement and consultation frameworks aimed at ensuring the inclusion of diverse perspectives, particularly from Indigenous women, youth, and 2SLGBTQI+ persons. Federal tools and training materials are aimed at enhancing the capacity of federal officials to address systemic barriers faced by Indigenous peoples in all their diversity.

“The safety, dignity, and well-being of Indigenous women and gender-diverse people must be prioritized. Indigenous women and gender-diverse people deserve equal safety, respect, and dignity in all spaces. Challenging and eliminating gender-based violence—including bullying, harassment, sexual assault, lateral violence, and intimidation—strengthens communities and affirms the inherent worth and leadership of all Indigenous women. By addressing these harms, we create workplaces, homes, and public spaces where Indigenous women and gender-diverse individuals can thrive, lead, and live free from fear.”

Les Femmes Michif Otipemisiwak

All federal departments are required to report annually on program impacts with a GBA Plus analysis. These analyses can be found in each department’s [Departmental Results Report](#). Additionally, several federal departments are reporting progress in applying a GBA Plus framework to key initiatives with particular gendered or intersectional impacts, including:



- [National Action Plan to End Gender-Based Violence](#)
- [Federal Pathway to Address MMIWG2S+](#)
- [National Strategy to Combat Human Trafficking](#)
- [Community-based, trauma-informed projects](#) to combat and prevent human trafficking and to support survivors and their families, targeted to Indigenous peoples
- Urban, Rural and Northern [Indigenous Housing Strategy](#)
- [Indigenous Health Equity Fund](#) to improve access to culturally safe health care and support Indigenous health priorities
- [Canada Early Learning and Child Care Act](#) incorporating Indigenous perspectives in implementation
- [Indigenous Women Entrepreneur program and the Indigenous Youth Entrepreneur program](#)
- [Canada Disability Benefit Regulations](#) and [Indigenous consultations](#) (document available in PDF format only)
- [Indigenous Screen Office Program](#) supporting Indigenous-led storytelling

Departments also highlighted the importance of tailored information sharing and engagement strategies to account for the unique needs and perspectives of diverse groups of Indigenous peoples.

Departments have also continued working on initiatives to address anti-Indigenous racism. Of particular note, are efforts by the First Nations and Inuit Health Branch within Indigenous Services Canada through the [Addressing Anti-Indigenous Racism initiative](#). Budget 2024, announced an additional \$167.6 million over the next five years, starting in 2024-2025, to renew efforts to combat anti-Indigenous racism in Canada's health systems. This will help foster health systems free from racism and discrimination and ensure Indigenous peoples are treated with the respect and safety they deserve. The renewed funding for this initiative will continue to support patient advocates, health system navigators, midwives, and birth support workers, as well as initiatives to increase Indigenous representation in the health profession. Funding has been allocated for 2024-2025 to support Indigenous-led projects that provide direct supports to Indigenous patients to navigate and access the health system in a culturally safe and relevant manner, and work to address racism at the national systems-level.

Canada's commitments to implement the human rights of Indigenous persons with disabilities is addressed in part through its policies and programs to implement human rights treaty obligations, including the [UN Convention on the Rights of Persons with Disabilities](#).



Indigenous perspectives: addressing anti-Indigenous racism through a gendered and intersectional lens

The Action Plan's Shared Priorities Measures 4 and 5 relate to Canada's Anti-Racism Strategy, and community initiatives to combat anti-Indigenous racism. These two measures are interconnected. The government is committed to supporting community-based initiatives to combat anti-Indigenous racism, and in turn relies on Indigenous voices and perspectives to help inform [Canada's Anti-Racism Strategy](#).

For Indigenous peoples with historically marginalized identities, a transformative approach to UN Declaration Act implementation begins with federal recognition that these diverse populations:

- Face unique challenges and barriers in exercising their rights on an equitable basis
- Experience differential, compounding and exacerbating impacts from colonial and discriminatory policies due to their intersecting Indigenous identities
- Have unique needs that require special measures for them to experience the full and equal enjoyment of their individual and collective rights under the UN Declaration

Indigenous partners representing historically marginalized identities have recommended community-based, culturally relevant, and collaborative approaches that prioritize diverse voices and perspectives. They note that applying intersectional approaches to community-driven initiatives can help to address the specific needs of diverse populations and create space to meaningfully address systemic barriers and challenges to exercising their rights under the UN Declaration.

Indigenous partner organizations representing Indigenous women and diverse Indigenous persons' approach of "nothing about us, without us" outlines conditions required for inclusive implementation, including that:

- Federal approaches to implementation include fair and equitable consultation frameworks that include Indigenous peoples in all their diversity
- Government intentionally holds space for gendered and intersectional perspectives and recommendations for implementation
- In aligning federal legislative, policy and program initiatives with the UN Declaration, the government prioritizes the voices of those Indigenous persons most affected and potentially harmed by government action or inaction
- Technical and financial supports to Indigenous partners are distributed equitably and transparently, without preferential treatment to national political organizations



that rely on distinctions-based approaches, an approach that currently serves to exclude gendered and intersectional perspectives

- Indigenous communities and leaders co-develop indicators of implementation progress and report on them regularly using accessible, Indigenous-centric formats and media

“UNDRIP is a transformational declaration and obligation to meaningfully decolonize Canada. This requires addressing colonial violence, injustice, and inequality. These concerns must be brought to the forefront of all discussion about UNDRIP.”

Pauktuutit Inuit Women of Canada

“While the UNDA Action Plan acknowledges the importance of an intersectional and inclusive strategy, there are shortcomings in how it meaningfully addresses the unique experiences of Indigenous women, elders, youth, children, 2SLGBTQIAA+ people, and individuals with disabilities. The commitment to Gender-Based Analysis Plus and the social determinants of intersecting identities is important, but to be meaningful, it must be more than a stated principle—it must become concrete, measurable actions that address directly systemic violence, racism, and discrimination against these groups.”

L’nuey

Truth and Reconciliation Commission and the National Inquiry into Missing and Murdered Indigenous Women and Girls

Many of the APMs support the Government of Canada’s effort to respond to the 94 [Calls to Action](#) (CTAs) of the [Truth and Reconciliation Commission](#) (TRC) and the 231 [Calls for Justice](#) (CFJs) of the [National Inquiry into Missing and Murdered Indigenous Women and Girls](#) (MMIWG2S+) that fall under federal or federal-shared responsibility.

The work on CTAs aims to foster long-term change that reflects Indigenous self-determination and supports sustainable, culturally appropriate responses to past harms. The government is building a robust foundation for continued engagement, ensuring that the TRC recommendations lead to real changes in different areas, while also focusing on the specific needs of each community, especially in areas like justice, health, education, child welfare, and language and culture, as highlighted in the CTAs themes.



The Government of Canada continues to work in collaboration with Indigenous partners, leaders, governments and organizations to find concrete ways to implement the CFJs and follow through with the commitments in the [Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQIA+ People](#) (Federal Pathway). The UN Declaration affirms that special attention must be given to the rights and needs of Indigenous women, and that governments need to work with Indigenous peoples to ensure Indigenous women and children are protected against all forms of violence and discrimination.

The Government of Canada collaborated with Indigenous partners to develop the [Indigenous Justice Strategy](#) (IJS), demonstrating the kind of transformational change needed both within the justice system and at the community level. The IJS aims to improve access to justice for Indigenous women, girls, and 2SLGBTQI+ people, while also addressing the overrepresentation of Indigenous peoples in the criminal justice system. The IJS was publicly released on March 10, 2025, and directly addresses SP28, while also advancing responses to [CTAs 30, 31, 32, 35, 36, 37, 38, 40, 42, 50](#) and [CFJs 1.4 5.1-5.25, 9.1, 9.2](#).

Although the Government of Canada has made progress on over 85 percent of the CTAs under federal or shared responsibility, Indigenous partners expressed concerns regarding the progress of implementation. Many Indigenous partners feel that efforts have not translated into meaningful change, with submissions indicating that systemic barriers continue to hinder advancement. There is a sentiment among Indigenous partners that systems continue to marginalize Indigenous peoples, particularly in areas related to health, safety, and economic stability.

The violence faced by Indigenous women, girls, and Two-Spirit individuals remains a critical issue, with many partners noting that the systemic violence and discrimination they experience have not been adequately addressed. Implementation of the CFJs have been described as slow and insufficient. Moreover, the lack of progress is viewed as a continuation of the historical injustices faced by Indigenous communities. Furthermore, Indigenous women's organizations have told us that they continue to operate without core and sustainable funding required to provide culturally relevant services to Indigenous women and their families despite CFJ 1.8.

Indigenous partners continue to call for a renewed commitment from the government to ensure that the APMs, CTAs and CFJs are actively implemented in a way that respects Indigenous rights and sovereignty, fostering a collaborative approach that prioritizes Indigenous voices and lived experiences.



“If we are to achieve sustainable change, then we need to deconstruct the current systems that perpetuate violence and discrimination against Indigenous women and reconstruct Indigenous women’s leadership, voices, honour and empowerment.”

Ontario Native Women’s Association



Challenges and barriers

Many of the challenges identified by both Indigenous partners and the Government of Canada speak to the inherent challenges related to using existing colonial structures to implement transformational work. The barriers are both symptomatic of and reflections of the gap between aspirational commitments and the realities of implementation.

The [UN Declaration Act](#) and the Action Plan intend to be transformational and whole-of-government, and as such demand a high level of effort, coordination, cooperation, and resources. Fundamentally, the challenges of implementation broadly fall under the themes of lack of coordination and lack of resources. Implementation of APMs coupled with systemic changes in the culture of how the government works with Indigenous partners, will ensure greater success with Indigenous communities.

Indigenous partner views

Indigenous partners shared additional views in relation to implementation of the UN Declaration including numerous broad and specific barriers.

Resources and funding

Indigenous partners consistently point to a lack of federal funding as one of the main barriers to effectively implementing the Action Plan. This relates to both core capacity funding needed to support general participation and specific funding for individual APMs. Many partners report that without adequate financial support, they cannot meaningfully engage in consultation or co-development processes. They struggle to involve community members, conduct outreach, and build the infrastructure required for full participation.

The limited availability of funding intensifies already existing capacity limitations within Indigenous organizations. Many operate with small teams, making it difficult to respond to multiple consultations. A few staff members often carry a heavy workload, which can contribute to fatigue and increase the risk of burning out over time. The situation is further complicated by the need for expertise to navigate complex government processes. To participate meaningfully in the implementation of the Action Plan, Indigenous partners need ongoing funding and support to grow their internal capacity and reduce the burden on individuals.

Indigenous partners also express concern that current funding models are often short-term, and project based. They argue that predictable multi-year funding is essential to



building lasting capacity and delivering quality input on policy and legislative initiatives. This would include sustainable funding that is not tied to specific programming and instead would support the core functioning of organizations, including functions such as human resources, finance, and data management, among others. Without stable financial support, communities cannot sustain culturally grounded, trauma-informed programs or ensure equitable involvement in shaping government actions. As a result, the broader goals of implementing the UN Declaration may remain out of reach.

Government of Canada’s coordination challenges to implement the UN Declaration Act

Several Indigenous partners expressed concerns regarding the Government of Canada's commitment to implementing the UN Declaration Act, citing a lack of coordination across federal departments and a fragmented approach to implementing APMs. Combined perceptions of disorganisation, unclear timelines and an absence of public implementation plans contribute to what some have expressed as uncertainties about the government's ability to follow through on its commitments.

“The Government of Canada should find a way to make the departmental submissions public so Indigenous partners can better understand federal organization’s activities and perspectives on implementation. If all submissions were accessible, Indigenous partners would be able to see the recent movement on Action Plan measures and identify potential opportunities to engage federal departments.”

Ontario Federation of Indigenous Friendship Centres

Significant focus from Indigenous partners is on enhancing capacity within government agencies to implement the UN Declaration Act effectively. Several submissions highlight that clear mandates and increased funding, along with the establishment of dedicated implementation teams, are essential.

Improved coordination across multiple departments is also crucial. The submissions from Indigenous partners call for a centralized approach that reduces fragmentation and promotes greater consistency of activities and funding approaches at the federal level, including potentially through greater involvement from the Privy Council Office (PCO) in UN Declaration Act implementation.

The lack of coordination perceived by Indigenous partners could be improved through increased standardized training available to public servants on the UN Declaration and the



UN Declaration Act. While Justice has developed training on the UN Declaration Act that is available to all public servants, more could be done to deliver broader and more regular offerings through the Canada School of Public Service. See update on SP14 and SP18 in [Annex B](#).

Lack of transparency and follow-up

Many partners expressed concerns about the lack of follow-up mechanisms to monitor Action Plan implementation. They noted that information is often provided in a fragmented manner, making it challenging to track. Additionally, the length of Annual Reports and the fact that they are only published once a year adds to the difficulty of obtaining up-to-date information on progress. This lack of transparency creates confusion and a sense of exclusion from decision-making processes that affect their rights and territories. A robust follow-up mechanism is essential to ensure that Indigenous voices are heard and that their concerns are addressed in a timely manner. Some Indigenous partners have called for independent, third-party evaluations of progress rather than having to rely on the government reporting on itself.

“Reporting should not be merely issuing a written report; it should involve federal officials coming out to communities to report on the implementation process, what they have heard about the implementation process in previous years, and how Indigenous feedback has altered/improved the implementation process.”

Wolastoqey Nation in New Brunswick

Government perspective

Annual reporting is a critical tool for tracking progress and ensuring accountability in achieving objectives. The annual report serves as a comprehensive, transparent mechanism to communicate the outcomes of various APMs, shedding light on successes, challenges, and areas that require further attention. This report enables the government to assess the effectiveness of policies and programs, offering valuable insights that inform decision-making and strategic adjustments for better resource allocation.

However, the government recognizes that the annual report, while essential, should not be the only source of information on progress. Continuous improvement in reporting practices is necessary to maintain accuracy, relevance, and timeliness. This requires leveraging a broader array of reports, studies, and data sources to complement the annual report and provide a more nuanced understanding of progress, by incorporating insights



from Indigenous partners, other government departments, provinces and international organizations.

In addition to the annual report, the government recognizes the importance of regularly evaluating progress to keep up with changing conditions. This focus on improving reporting and using various sources of information shows the government's commitment to being transparent, accountable, and continuously improving its development efforts for sustainable growth.



Overview of perspectives on international developments and Canada's participation in international contexts

Indigenous partners continue to encourage us to better understand other perspectives on UN Declaration implementation and to learn from practices in other jurisdictions and other countries. Canada continues to meet and work with countries in multilateral fora at the United Nations (UN) such as the [Permanent Forum on Indigenous Issues \(PFII\)](#) and at the [Expert Mechanism on the Rights of Indigenous Peoples \(EMRIP\)](#). In 2024-2025, Canadian officials participated in several international meetings including the 23rd session of the PFII (April 2024), the 17th session of the EMRIP (July 2024), and two intersessional meetings of the Human Rights Council on enhancing Indigenous peoples' participation at the UN (July and October 2024).

At the international level, the Permanent Forum and Expert Mechanism monitor and promote global implementation of the UN Declaration. Domestically, Canada's efforts to implement can be informed by the work of these fora, for example as viewed through the Expert Mechanism's 2024 [Study on laws, legislation, policies, constitutions, judicial decisions and other mechanisms through which States have taken measures to achieve the ends of the United Nations Declaration on the Rights of Indigenous Peoples, in accordance with article 38 of the Declaration](#).

One of the federal government's international Indigenous policy priorities in 2024-2025 was to enhance the participation of Indigenous peoples in decision-making at the UN. In line with the Outcome Document of the World Conference of Indigenous Peoples and the United Nations Declaration on the Rights of Indigenous Peoples, Canada advocates that Indigenous peoples have the right to participate in decisions that affect them at the United Nations. In developing its positions, Canada works closely with an Indigenous ad hoc working group on enhanced participation and resolution negotiations. In 2024, the Human Rights Council held two, two-day intersessional meetings on enhanced participation, one of which Canada co-facilitated. After these intersessional meetings, Canada with the other chairs, produced a joint report of outcomes and recommendations. At the UN General Assembly in 2024, Canada, as co-facilitator, conducted consultations with Indigenous peoples and Member States on enhanced participation. This work will continue in 2025-2026.

In addition, Crown-Indigenous Relations and Northern Affairs Canada, Global Affairs Canada, and Canadian Heritage continued to prioritize the UN Declaration Act as the framework for the participation of Indigenous peoples in international forums including the



UN human rights Treaty body reporting and review process (SP109) and in trade negotiations (SP72). Other departments also used the UN Declaration Act to support their participation at the World Intellectual Property Organization, at the 6th Convening of the Trilateral Working Group on Violence against Indigenous Women and Girls in Mexico (September 2024) to advance SP9 and SP10, and at the Conference of Parties meeting at the UN Climate Change Conference (November 2024), which help to advance implementation of Shared Priorities Measures 9, 10, 11, 46, and 101.

This year marks the 40th anniversary of the United Nations Voluntary Fund for Indigenous Peoples, which has been instrumental in ensuring that the voices of Indigenous peoples worldwide are heard within the United Nations system, including that of women, representatives of the 2SLGBTQI+ community, persons with disabilities and youth. Over the past four decades, the Fund has supported the participation of thousands of representatives of Indigenous communities and organizations to participate in UN mechanisms and processes, contributing significantly to the global Indigenous movement and the implementation of the UN Declaration. In recent years, Canada has figured among the top donors to the Fund and associated UN Indigenous Fellowship Programme.

Finally, to further inform its approach to supporting UN Declaration Act implementation, Global Affairs Canada conducted a mapping exercise (26 structured interviews and focus groups with approximately 80 participants across 17 federal departments) to gather detailed input on existing consultation protocols, cooperative mechanisms, and implementation challenges for Indigenous participation in Canada's international activities. These internal discussions identified that greater work is required in how the UN Declaration Act is considered in the federal government's international activities.



Conclusion

The 2024-2025 Annual Report on the [UN Declaration Act](#) reflects a year of both meaningful progress and some ongoing challenges. During the reporting period, the government made significant strides in advancing the commitments outlined in the Action Plan, including establishing the Action Plan Advisory Committee, releasing the Indigenous Justice Strategy, co-developing culturally grounded initiatives, and expanding Indigenous-led programs. These achievements underscore the transformative potential of collaboration and the importance of Indigenous leadership in shaping policies, programs, and services that reflect their rights, priorities, and lived experiences.

At the same time, the report highlights critical challenges that must be addressed to ensure the full realization of the UN Declaration’s objectives. Indigenous partners consistently emphasize the need for timely implementation, greater transparency, and sustained funding to support their participation in decision-making processes. Barriers such as systemic inequities, limited capacity, and the slow pace of legislative reform continue to hinder progress. Concerns have been expressed by some Indigenous representative organizations about the exclusion of marginalized voices, particularly Indigenous women, 2SLGBTQI+ individuals, and urban Indigenous populations. These claims remain pressing to these organizations, underscoring the need for culturally safe spaces and intersectional approaches.

The insights shared by Indigenous partners throughout this report reaffirm the importance of consultation and cooperation. From calls for co-development and co-management to the principle of “trust through listening,” the voices of Indigenous communities have shaped the implementation process and provide invaluable guidance. True reconciliation requires not only consultation but also shared governance, ensuring that Indigenous peoples are equal partners in decision-making processes. Mechanisms for transparent reporting, accessible communication, and grassroots involvement are essential to fostering accountability and trust.

As we move forward, this annual report serves as both a reflection of progress and a call to action. By centring Indigenous leadership, fostering trust, and embracing accountability, we can collectively advance reconciliation and create a future rooted in equity, respect, and self-determination. Together, we will continue to build on the foundations laid this year, ensuring that the path ahead is guided by the principles of the [UN Declaration](#) and the enduring strength of our partnerships. The journey is ongoing, but the commitment to justice, equity, and shared prosperity remains unwavering.

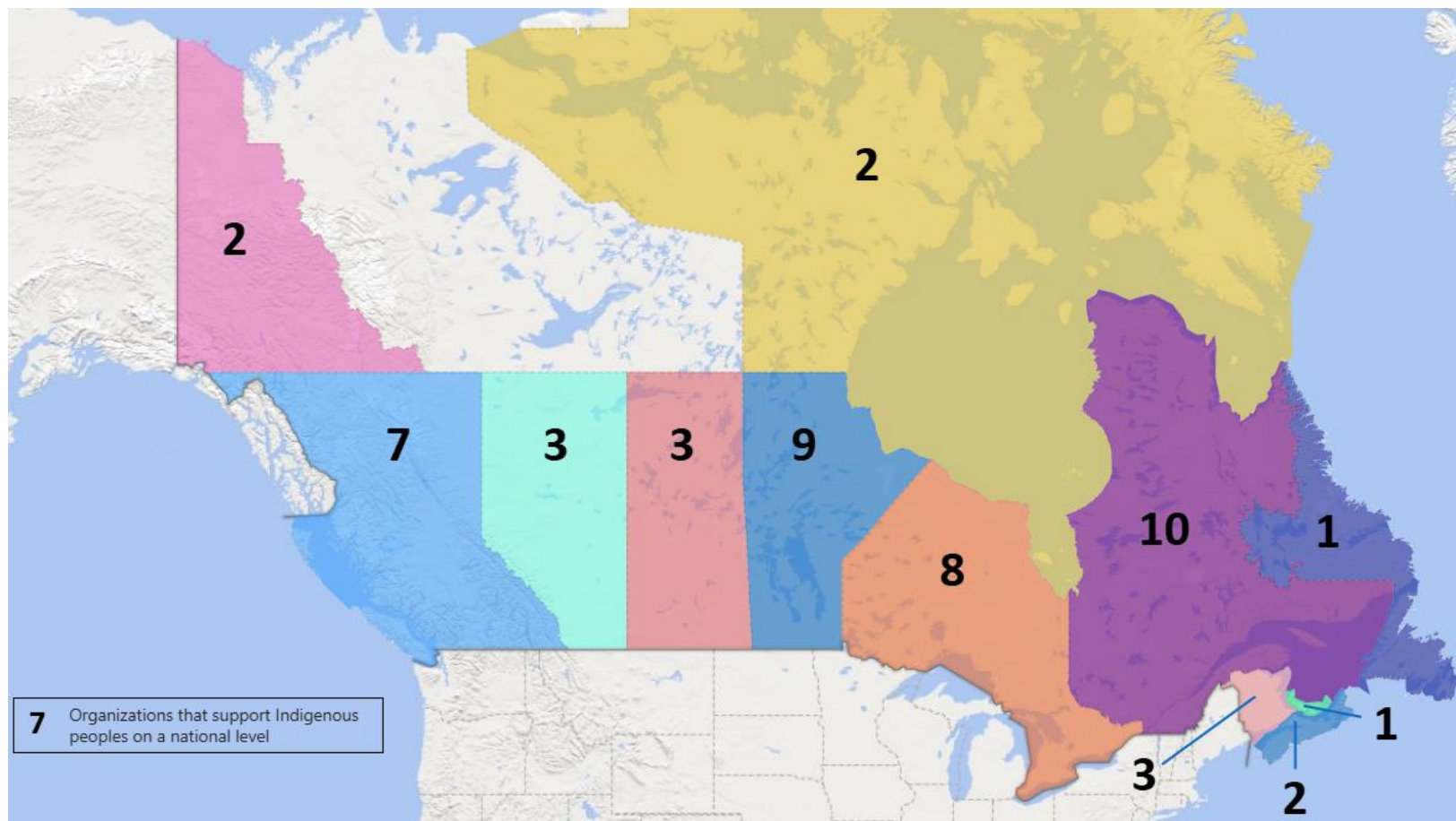
Annex A: List of Indigenous nations, organizations and governments that provided input in the development of the Annual Report

This list includes groups who participated in at least one of the development phases of this report: developing the questionnaire, sharing perspectives on progress, and providing feedback on the circulation draft. The groups listed do not necessarily endorse all sections of the report.

1. Alderville First Nation
2. Anishinaabe Nation in Treaty 2 Territory (ANT2T)
3. Anishinabek Nation - Union of Ontario Indians (UOI)
4. Assembly of First Nations (AFN)
5. Assembly of First Nations Newfoundland (AFN Newfoundland)
6. Assembly of Manitoba Chiefs (AMC)
7. Blackfoot Confederacy Tribal Council
8. Congress of Aboriginal Peoples (CAP)
9. Conseil de la Nation Wendat
10. Conseil de la Première Nation des Innus Essipit
11. Cree Nation Government (CNG)
12. Curve Lake First Nation (CLFN)
13. Eskasoni First Nation
14. Esquao, Institute for the Advancement of Aboriginal Women (IAAW)
15. First Nations Education Council (FNEC)
16. First Nations Health Authority (FNHA)
17. First Nations Leadership Council (FNLC)
18. First Nations of Quebec and Labrador Sustainable Development Institute (FNQLSDI)
19. First Nations with Schools Collective (FNWSC)
20. Indigenous Disability Canada / B.C Aboriginal Network on Disability Society (IDC/BCANDS)
21. Indigenous Youth Roots (IYR)
22. Innu TakuaiKAN Uashat Mak Mani-utenam (ITUM)
23. Interlake Reserves Tribal Council (IRTC)
24. Inuit Tapiriit Kanatami (ITK)
25. Kainai Blood Tribe
26. Kebaowek First Nation

27. Keewatin Tribal Council (KTC)
28. Keewatinook Fishers of Lake Winnipeg (KFLW)
29. Kokums and Mochumas Against Drugs and Alcohol (KAMADA)
30. L'nuey Epekwitk Assembly of Councils
31. Land Claims Agreements Coalition (LCAC)
32. Liard Aboriginal Women's Society (LAWS)
33. Listuguj Mi'gmaq Government Natural Resources Directorate
34. Maa-nulth Treaty Society
35. Manitoba Keewatinowi Okimakanak (MKO)
36. Manitoba Métis Federation (MMF) - National Government of the Red River Métis
37. Mashteuiatsh - Première Nation des Pekuakamiulnuatsh
38. Métis Nation - Saskatchewan (MN-S)
39. Métis Nation British Columbia (MNBC)
40. Métis Nation of Ontario (MNO)
41. Mi'gmawe'l Tplu'taqnn Inc. (MTI)
42. Mushkegowuk Council
43. Native Women's Association of Canada (NWAC)
44. Ontario Federation of Indigenous Friendship Centres (OFIFC)
45. Ontario Native Women's Association (ONWA)
46. Pauktuutit Inuit Women of Canada
47. Peskotomuhkati Nation at Skutik (Passamaquoddy)
48. Quebec Native Women (QNW)
49. Red Sucker Lake Anishinew Nation and Maawandoon Inc.
50. Shoal Lake Cree Nation (SLCN)
51. Thélá:ylexw awtxw Foundation – Stó:lō Women (TFSW)
52. Treaty One Nations Inc.
53. Tsawwassen First Nation (TFN)
54. Union of Nova Scotia Mi'kmaq (UNSM)
55. W.H.I.S.P.E.R. Alliance Inc.
56. Wolastoqey Nation in New Brunswick (WNNB)
57. Women of the Métis Nation
58. Yukon Assembly of First Nations (AFN Yukon)

Distribution of submissions from Indigenous partners



Text description: This image shows a map of Canada and the regions where Indigenous partners provided input for the Annual Report. The number of submission Justice Canada received is indicated over each province or territory: British Columbia (7), Alberta (3), Saskatchewan (3), Manitoba (9), Ontario (8), Québec (10), New Brunswick (3), Prince Edward Island (2), Nova

Scotia (1), Newfoundland and Labrador (1), Yukon (2), and Nunavut (2). The image also shows in a rectangle on the left hand side that the department received input from 7 organizations that support Indigenous peoples at the national level.

Annex B: Status of Action Plan measures

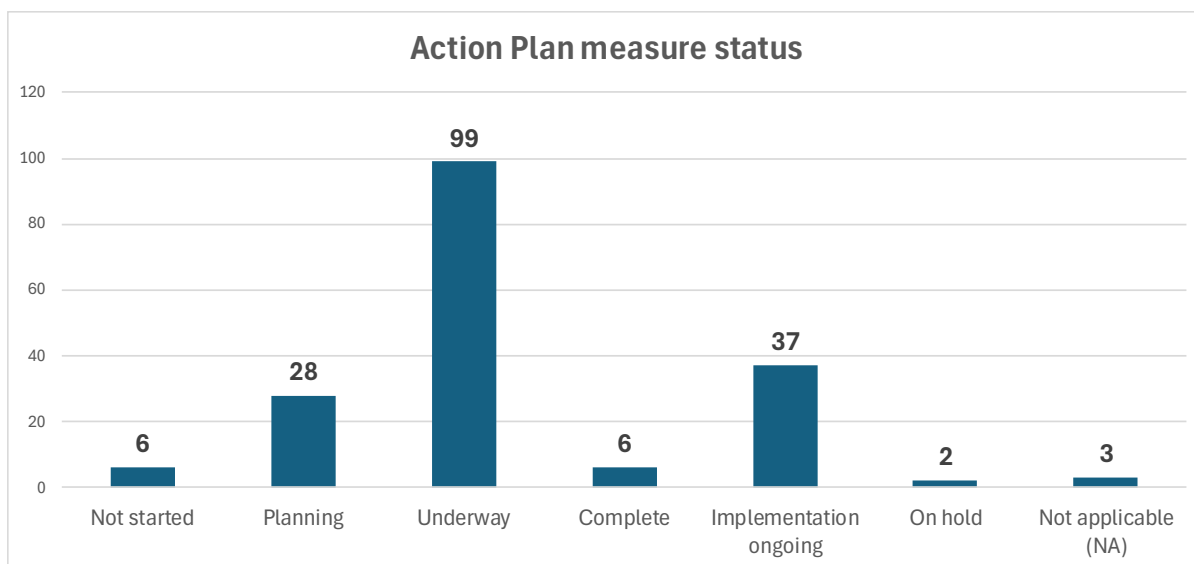
This Annex provides an overview of the self-assessments departments and agencies were asked to complete for each of the Action Plan measures (APM) for the 2024-2025 fiscal year. Where there are multiple perspectives on individual APMs, these comments are reflected under Indigenous partner perspectives on implementation. Justice Canada performed an analysis to determine the overall APM status where multiple submissions were received for a single measure. This analysis provides a single value for various fields such as APM status, links to related Articles of the UN Declaration, links to other APMs, the work completed during 2024-2025, and if consultation and cooperation occurred. A similar analysis was performed for APMs where multiple Indigenous partners submissions were received.

Individual Sections

Related Articles: highlights the initiative's alignment with specific Articles of the UN Declaration.

Related APMs: highlights if the APM is related to or supports other APMs.

Action Plan measure status definitions



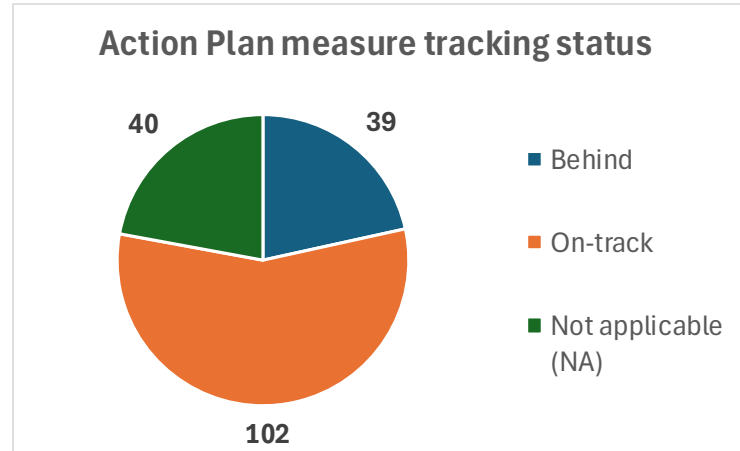
Status: Indicates the current APM status department and agencies are leading, co-leading, or supporting.

- **Not started (6):** Work on the APM has not been initiated.
- **Planning (28):** Phase for creating management and execution plans, defining boundaries and timelines, and identifying milestones like budget submissions and partner meetings.
- **Underway (99):** Active project stage where the team produces deliverables for partners and management by executing tasks, coordinating efforts, ensuring quality, managing resources, and providing updates.
- **Complete (6):** APM has been fully implemented.
- **Implementation ongoing (37):** APM has been completed but is evergreen in nature or requires review/funding every few years.
- **On hold (2):** An APM that had been active but is no longer being actively worked (for example, an APM that was started but requires additional funding or policy authorities to continue).
- **Not applicable (NA) (3):** No status updates were provided for this Action Plan measure.

Action Plan measure tracking definitions

Tracking: Indicates how APM implementation is advancing relative to expected timelines.

- **Behind schedule (39):** The initiative is progressing slower than planned
- **On-Track (102):** The initiative is progressing according to schedule
- **Ahead of schedule (0):** The initiative is progressing quicker than planned
- **Not applicable (NA) (40):** The initiative is either complete, has not started, or the timeline is yet to be determined



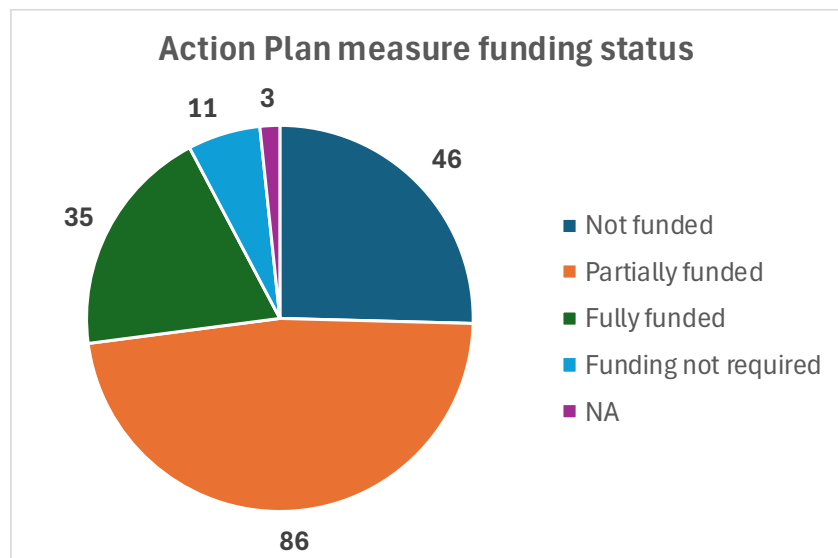
Legislation: Asked whether the APM necessitated new legislation or amendments to existing laws.

Regulations: Asked if the APM required new regulations or changes to current regulations.

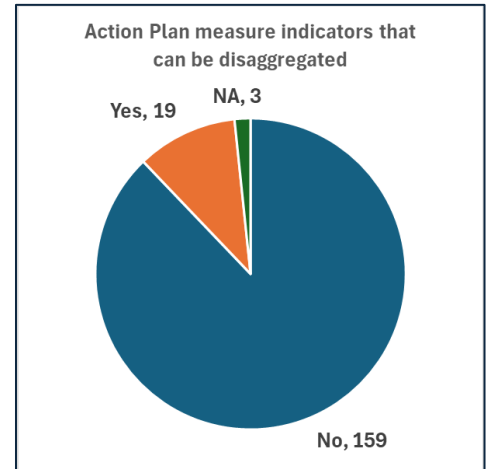
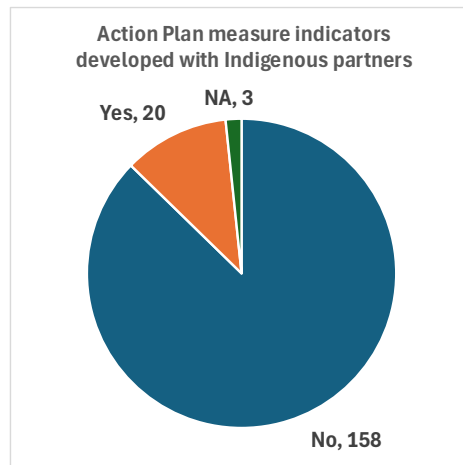
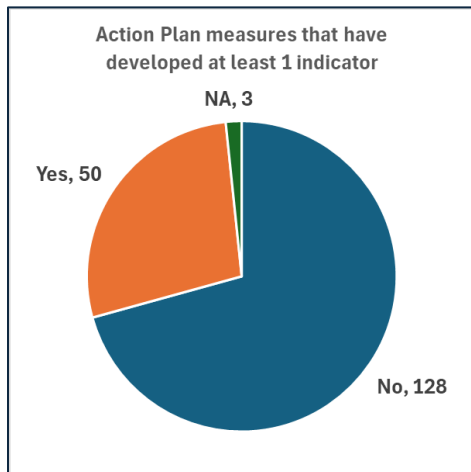
Funding status definitions

Funding Status: Refers to the budget available to the department or agency to carry out the actions necessary to implement the APM. This includes funding to support Indigenous peoples' participation.

- **Not funded (46):** No funding is available or has been secured to advance this initiative.
- **Partially funded (86):** Some funding is secured to advance the initiative but may be insufficient for all aspects or may expire before full implementation.
- **Fully funded (35):** Funding is available/secured to complete the entirety of the measure, sub-element, or initiative being reported upon.
- **Funding not required (11):** Initiative does not require funding to be accomplished.



- **Not applicable (NA) (3):** No status updates were provided for this Action Plan measure.



Text version

Action Plan measures that have developed at least 1 indicator

The first pie chart titled "Action Plan measures that have developed at least 1 indicator" shows the distribution as No (128), Yes (50), and Not Applicable (3). The largest segment is No, followed by Yes, with a small NA segment.

Text version

Action Plan measure indicators developed with Indigenous partners

The second pie chart titled "Action Plan measure indicators developed with Indigenous partners" shows No (158), Yes (20), and Not Applicable (3). The majority of the chart is No, with smaller Yes and NA segments.

Text version

Action Plan measure indicators that can be disaggregated

The third pie chart titled "Action Plan measure indicators that can be disaggregated" has the same values as the second chart: No (159), Yes (19), and Not Applicable (3), with the largest segment being No, followed by smaller Yes and NA segments.

Indicators: Departments and agencies were asked to provide information on indicators developed to measure success. This section outlines if:

- There are one or more indicators identified to measure success, and the number of indicators identified
- Were indicators developed in consultation and cooperation with Indigenous partners
- If the data collected can be disaggregated

Links to Truth and Reconciliation Commission's Calls to Action (TRC-CTAs): determined if there was a connection between the APM and the work done in response to the TRC-CTAs.

Links to Missing and Murdered Indigenous Women and Girls' Calls for Justice (MMIWG-CFJs): determined if there was a connection between the APM and the work done in response to the MMIWG-CFJs.

Work to advance APM in 2024-2025: Summarized the efforts undertaken by departments and agencies for the APM, emphasizing activities during the 2024-2025 fiscal year.

Consultation and cooperation: Outlines the work completed in consultation and cooperation with Indigenous peoples. Section also explores how Indigenous peoples influenced decision-making processes, if any limitations or barriers were encountered during the consultation process, and whether any lessons learned or best practices emerged.

Indigenous partner perspectives on implementation: Provides a summary of Indigenous partner perspectives received for a particular APM. The perspectives shared in this section come from the 58 partner submissions that contributed to this report and not every partner contributed a perspective on each APM. They are meant to provide insight beyond departmental reporting, The perspectives reflect the views of the contributing Indigenous partner(s) and are not meant to be reflect the perspectives of all Indigenous peoples.

Milestones timeline definitions

Milestones: Upcoming milestones that would contribute to the initiative's advancement.

- **Short-term:** 0 to 6 months
- **Medium-term:** 6 to 18 months
- **Long-term:** longer than 18 months

Other departments and agencies that provided a submission for this APM: If departments and agencies are not identified as a lead but provided a submission for an APM, they will be listed here.

Annex B: Shared Priority 1

Processes and guidance on consistency of laws

Lead department(s)	Justice Canada, Treasury Board Secretariat, Privy Council Office, Various	Related articles	18, 19
		Related APMs	SP2, SP3

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Government departments have made progress on measures to ensure federal laws align with the UN Declaration, in line with Section 5 of the UN Declaration Act. For example, JUS developed an "Interim Guide for Officials on how to assess consistency with the United Nations Declaration on the Rights of Indigenous Peoples" (the Interim Guide for Officials) to assist federal departments and agencies assess the consistency of legislative and regulatory initiatives impacting Indigenous peoples and their rights with the UN Declaration. This guide was widely distributed and training was provided to ensure its effective use. Additionally, a working group including JUS, PCO and TBS was established to coordinate efforts among the various departments seeking to develop tools for assessing consistency of federal laws with the UN Declaration. The working group undertook preliminary consultation and cooperation that began in Fall 2024, demonstrating a commitment to work alongside Indigenous peoples to achieve the objectives of Section 5.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Government departments have consulted and cooperated with Indigenous partners to enhance their processes and incorporate Indigenous perspectives. For example, in June 2024, JUS shared the internal "Interim Guide for Officials" with a select group of Indigenous partners to gather input for future versions. The initial version has since been posted on the Justice website for greater accessibility to all partners. Additionally, consultation and cooperation with Indigenous partners included several bilateral meetings to discuss their interests and gather insights that would inform a broader consultation and cooperation process. The broader consultation and cooperation process being shaped by these initial discussions will seek to develop tools for embedding consideration of the UN Declaration into processes for developing and amending legislation.

Indigenous partner perspectives on implementation

Concerns have been expressed by some partners regarding implementation and reform of the broader legislative process. Partners emphasize the need for meaningful engagement to ensure that their perspectives are incorporated into the development of policies and tools. Additionally, there are concerns about the interim guide for assessing consistency with the UN Declaration, which lacks a distinctions-based approach. Partners advocate for the establishment of a dedicated commission to review existing laws and ensure they align with the UN

Declaration, emphasizing that any legislative reviews must include Indigenous input to avoid replicating colonial dynamics.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: TC

Annex B: Shared Priority 2

Consistency of laws – review/amendment of specific statutes

Lead department(s)	Justice Canada, Various	Related articles	5, 7, 13, 15, 18, 19, 37, 38
		Related APMs	SP1, SP3

Status	Underway
Tracking	On-track
Requires legislation	Yes
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Government departments have made progress in advancing this Action Plan measures. For instance, JUS supported the passage of Bill S-13, which amended the federal *Interpretation Act* to include a non-derogation clause that ensures the interpretation of federal laws upholds Aboriginal and treaty rights. This legislation was a direct response to recommendations from a Senate Committee and involved extensive consultation and cooperation with First Nations, Inuit, and Métis governments. Additionally, JUS initiated preliminary internal planning to identify and prioritize existing federal statutes for review and possible amendment.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Building on previous discussions with Modern Treaty Organizations and other Indigenous representatives, JUS continued its engagement with Indigenous partners regarding financial and fiscal legislation, the department conducted follow-up consultations with Indigenous partners while Bill S-13 progressed through Parliament, addressing concerns raised during Senate committee hearings. This engagement ensured that Indigenous feedback was integrated into supporting documents, highlighting the importance of their contributions to the legislative amendment process. Additionally, JUS worked to enhance alignment with the UN Declaration, demonstrating a commitment to incorporating Indigenous perspectives into federal legislation.

Indigenous partner perspectives on implementation

Some partners noted that discussions have focused on legislative priorities and the need for consultation and co-development in implementing the UN Declaration. Additionally, while Indigenous leaders support the long-awaited non-derogation clause, some expressed the view that there should have been a reference to the UN Declaration in Bill S-13. It is essential that lawmakers ensure section 35 rights are upheld and that interpretations of Canadian laws align with the UN Declaration. There is a strong desire to embed First Nations rights in federal laws and policies, but concerns have been raised about insufficient engagement with First Nations.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: CRA, TC

Annex B: Shared Priority 3

Consistency of laws – periodic statutory reviews

Lead department(s)	All departments	Related articles	13, 15, 18, 19
		Related APMs	SP1, SP2

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

As a regulatory department, TC ensures that new and amended legislation and regulations align with the UN Declaration Act, in consultation and cooperation with Indigenous peoples. TC adopted a process to evaluate all legislative and regulatory proposals to identify potential intersections and ensure alignment with the UN Declaration. This is also applied to any periodic reviews and resulting amendments. Lastly, TC has also made significant efforts to ensure that employees at all levels are aware of and understand their obligations under the UN Declaration Act. To date, 82 UN Declaration Act Assessments have been completed on all new or amended legislative or regulatory initiatives with 25 completed in the past fiscal year.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

TC's implementation of Section 5 review assessment was based on the Interim Guidance developed by JUS and did not involve external engagement with Indigenous Partners.

Indigenous partner perspectives on implementation

The obligation for Canada to ensure that laws align with the UN Declaration is crucial for meaningful engagement with Indigenous peoples in legislative reforms. There are concerns that Canada is proceeding without this engagement, which risks inadequate reforms that do not fully reflect Indigenous peoples' expertise and positions on legal reform. Additionally, some partners have identified concerns with the Interim Guide developed by JUS on assessing consistency of laws, including the discretionary nature of federal decision-making, lack of guaranteed funding for Indigenous peoples' participation, potential misinterpretation of the UN Declaration, insufficient disclosure of legislative developments, and inadequate early engagement with Indigenous peoples. These concerns highlight the need for genuine collaboration to ensure the realization of Indigenous peoples' rights in the legislative process.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: CRA, TC

Annex B: Shared Priority 4

Canada's Anti-Racism Strategy

Lead department(s)*	Employment and Social Development Canada	Related articles	8, 14, 21, 24
*Modified following release of the Action Plan		Related APMs	SP5, SP7, SP14, SP43

Status	Planning
Tracking	NA
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Respecting the self-determination and self-governance of First Nations, Inuit, and Métis over key systems such as health and education is essential for establishing respectful collaboration mechanisms between federal, provincial, territorial, and Indigenous governments, which can help shift colonial biases and assumptions about Indigenous peoples. ISC's efforts to combat anti-Indigenous racism in healthcare have focused on integrating cultural humility into federal, provincial, and territorial health systems while strengthening Indigenous-led health initiatives. Similarly, regional mechanisms for the Indigenous Early Learning and Child Care Framework promote complementarity and coordination, allowing provincial and territorial early learning and child care partners to learn from Indigenous perspectives. The Skills and Partnership Fund further supports collaboration across jurisdictions, industries, and educational institutions to improve labor market outcomes. Additionally, the Department of Justice has released its first [Indigenous Justice Strategy](#), developed in consultation with First Nations, Inuit, and Métis partners, aimed at identifying specific strategies and actions to address systemic discrimination and the overrepresentation of Indigenous peoples in contact with the justice system.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Indigenous partner perspectives on implementation

In the past year, significant efforts were made to address anti-Indigenous racism through a virtual engagement session, which focused on the safety and well-being of women and gender-diverse individuals. Indigenous partners highlighted persistent barriers such as a lack of culturally safe services, inaccessible crisis resources, and systemic discrimination in health, justice, and housing systems. Some partners emphasized the importance of incorporating gender-specific and intersectional considerations into safety initiatives and called for long-term investments in support services. In addition, implementation should reflect not only technical goals but also our cultural responsibilities to land, language, and kinship systems.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 5

Community initiatives to combat anti-Indigenous racism

Lead department(s)	Canadian Heritage	Related articles	2, 11, 15
		Related APMs	SP94

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

PCH has provided program funding to support community-based initiatives aimed at combating anti-Indigenous racism through [Canada’s Anti-Racism Strategy \(CARS\) 2019-2022](#), which committed nearly \$70 million to help community organizations foster intercultural and interfaith understanding and dialogue. This funding is now delivered under the Multiculturalism and Anti-Racism Program. The renewal of CARS for 2024-2028 involved extensive engagement to assess the impact of existing initiatives and identify necessary measures to eliminate systemic racism, discrimination, and hate. The new strategy aims to enhance governance and reporting on the effectiveness of the government’s anti-racism efforts while remaining adaptable to the evolving needs of Indigenous peoples, as well as racialized and religious minority communities.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

Consultations and collaboration with Indigenous partners was part of the design of Canada's Action Plan on Combatting Hate (CAPCH) and CARS 2024-2028. The lead for community engagement is the Federal Anti-Racism Secretariat, which is under the authority of the Department of Employment and Social Development Canada.

Indigenous partner perspectives on implementation

In the past year, significant efforts were made to address anti-Indigenous racism through a virtual engagement session, which focused on the safety and well-being of women and gender-diverse individuals. Indigenous partners highlighted persistent barriers such as a lack of culturally safe services, inaccessible crisis resources, and systemic discrimination in health, justice, and housing systems. Some partners emphasized the importance of incorporating gender-specific and intersectional considerations into safety initiatives and called for long-term investments in support services.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 6

Indigenous health legislation and Joyce’s Principle

Lead department(s)	Indigenous Services Canada	Related articles	NA
		Related APMs	ME11

Status	Underway
Tracking	Behind
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

ISC supported over 200 engagement activities with Indigenous partners, in addition to those led by the partners themselves. A total of 42 Indigenous-led engagement reports and position papers were submitted, and the engagement data was analyzed to identify common themes with the assistance of a co-analysis working group made up of engagement partners. This process culminated in the preparation of a public "What We Heard" summary report. In October 2024, the Minister of Indigenous Services was granted the authority to extend timelines, pursue distinct policy and legislative options for First Nations, Inuit, and Métis, and adjust co-development approaches to enhance transparency and collaboration. Ongoing discussions with partners are focused on strategizing the next steps.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

Engagement and co-development discussions concluded in September 2023, and based on the significant feedback received from Indigenous partners, ISC requested updated policy authorities to guide the next steps. These authorities were granted in October 2024, resulting in no engagement sessions being held in 2024-2025. ISC continues to meet with interested partners to discuss the current status and future steps. Although there is no additional funding for the initiative at this time, some Indigenous partners have utilized carry-forward funding from previous years to support their ongoing participation in engagement and information sharing with their members or citizens.

Indigenous partner perspectives on implementation

Some Indigenous partners are committed to advancing Joyce's Principle as a framework for co-developing distinctions-based Indigenous health legislation that ensures the physical, mental, and cultural safety and well-being of Indigenous peoples. Despite efforts to engage with Government of Canada representatives on this Action Plan measure since July 2024, progress has been limited, and a funding proposal for health transformation was denied. Concerns have also been raised about Jordan’s Principle Funding issues, highlighting the need for culturally safe services and trauma-informed care. Overall, there is an urgent call for attention to UN Declaration implementation in health to address the unique needs of Indigenous communities.

Milestones

#	Milestone	Status	Timeline
1	Implement the authorities granted in October 2024 by the Prime Minister to work on separate approaches with First Nations, Inuit, and Métis partners to co-develop health policy and/or legislative options. [ISC]	Planning phase	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 7

Addressing anti-Indigenous racism in health systems

Lead department(s)	Indigenous Services Canada, Health Canada	Related articles	18, 24
		Related APMs	SP8, SP71, IN13, IN14, ME11

Status	Underway
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (2)
Developed with partners	No
Can be disaggregated	Yes (2)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Progress has been made in increasing access to quality and culturally-safe health services for Indigenous communities. Over the past year, officials collaborated with First Nations, Inuit, and Métis communities to implement the Indigenous Health Equity Fund, which provides Indigenous communities with \$2 billion over ten years, starting in 2024-2025. This funding represents a long-term commitment to supporting Indigenous self-determination in health, providing First Nations, Inuit and Métis communities with the flexibility they need to address their health priorities, whatever they may be. ISC’s Addressing Anti-Indigenous Racism program, which was renewed in Budget 2024, focused on enhancing cultural safety in health systems by supporting Indigenous health navigators and Indigenous patient advocates, and increasing representation in health professions. HC’s Addressing Anti-Indigenous Racism in the Healthcare System program concluded in 2024, with all projects coming to an end. Examples of HCs funded initiatives include the development of updated cultural standards for nursing education and the creation of an online course aimed at improving healthcare providers' competence in delivering culturally safe care.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Indigenous Health Equity Fund was developed with input from national and regional Indigenous partners, focusing on objectives and funding distribution influenced by regional leadership. However, challenges related to coordination within governance structures affected timely funding implementation. Additionally, communication was maintained with program recipients to provide updates on funding and timelines, ensuring partners were informed about relevant changes. Overall, these efforts aimed to improve access to culturally appropriate care for Indigenous communities.

Indigenous partner perspectives on implementation

Some Indigenous partners emphasize the need for a long-term national approach to addressing anti-Indigenous racism in health systems to promote health equity and accessibility for Indigenous peoples, particularly those with disabilities. They advocate for the establishment of Indigenous advisory councils and support for capacity building and human resources within health organizations. The inclusion of Elders to provide guidance and facilitate knowledge sharing for healthcare staff is essential. Recent engagement sessions related to health highlighted the

persistent barriers faced by women and gender-diverse individuals when seeking support, including a lack of culturally safe services and systemic discrimination. Participants stressed that safety encompasses not only protection from harm but also emotional, spiritual, and cultural well-being, underscoring the importance of culturally competent care that acknowledges their unique experiences and identities.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 8

FPTI collaboration for culturally safe health services

Lead department(s)	Indigenous Services Canada, Health Canada	Related articles	18, 24
		Related APMs	SP7, SP71, IN13, IN14, ME11

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Over the past year, ISC collaborated closely with First Nations, Inuit, and Métis communities to implement programs that support Indigenous-led health services, ensuring funding was distributed effectively. ISC continued to advocate for organizations to incorporate Indigenous leadership at relevant decision tables by bringing together Indigenous organizations with relevant FPT departments through groups such as the FPTI Vaccine Preventable Disease Working Group. ISC has also worked closely with First Nations, Inuit, and Métis communities to implement the Indigenous Health Equity Fund, distributing funding to support Indigenous-led approaches to quality and culturally safe health services. In addition, ISC funded 31 projects in 2024-2025 under the Targeted Initiatives Program, which provides \$10 million on an annual basis towards short-term, activity-driven health projects. These projects are intended to support cross-cutting Indigenous health priorities, including Indigenous women's health and 2SLGBTQIA+.

In addition, HC and ISC have worked together to coordinate a number of successful trilateral meetings between federal and provincial/territorial Ministers of Health and regional Indigenous leadership, including meetings in Manitoba, Saskatchewan, Northwest Territories, Yukon, New Brunswick, and Alberta. These trilateral meetings were an integral part of the Working Together to Improve Health Care for Canadians plan and provided important opportunities for all partners involved to reflect on their shared priorities and to discuss how to advance Indigenous health outcomes.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Over the past fiscal year, both HC and ISC contributed to consultation and cooperation efforts to advance the measure. In January 2025, trilateral meetings were held in Alberta with leadership from Treaties 6, 7, and 8, the Métis Settlements General Council, and the Otipemisiwak Métis Nation, to discuss shared health priorities. As a follow up, technicians from Indigenous partners, Alberta's Ministry of Health, ISC, and HC met to plan monthly meetings that would lead to in-person discussions in the Fall. In addition to meetings with regional partners, ISC and HC met with the Assembly of First Nations and Inuit Tapiriit Kanatami in November 2024 to further discuss shared health priorities. Over the coming months, ISC will continue to work with national and regional Indigenous partners to schedule more opportunities for trilateral discussions with their respective federal, provincial and territorial Ministers of Health. ISC officials also engaged with Indigenous partners on the design and

implementation of the Indigenous Health Equity Fund, with funding distribution decisions influenced by regional leadership. ISC officials will continue to engage with national and regional Indigenous leadership on the implementation of the Indigenous Health Equity Fund, which will include discussions on new terms and conditions and a strategy for reporting on progress. As such, best practices recommend allowing at least two years for the implementation of new initiatives to ensure proper engagement.

Indigenous partner perspectives on implementation

Some Indigenous partners highlighted that safety includes emotional, spiritual, and cultural dimensions emphasizing the importance of being able to express their identity without judgment. Concerns were raised about mental health support and the need for trauma-informed services led by women and gender-diverse individuals. Many Indigenous people feel unsafe in existing shelters and called for services specifically designed for Indigenous people. Additionally, partners noted that the Indigenous Health Equity Fund, which allocates \$2 billion over ten years, does not adequately recognize the vital role of Indigenous women's organizations in urban health care. This points to the overarching issue that Indigenous women's organizations continue to operate without core and sustainable funding, despite Call for Justice 1.8 continuing to be primarily distinctions-based, ignoring the reality of where Indigenous women live and access services.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 9

Ending systemic violence against Indigenous women, girls and gender-diverse people

Lead department(s) *	Crown-Indigenous Relations and Northern Affairs Canada, Various	Related articles	1, 2, 18, 20, 21, 22, 23, 29
*Modified following release of the Action Plan		Related APMs	SP10

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (7)
Developed with partners	Yes (2)
Can be disaggregated	Yes (3)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Various departments collaborated with Indigenous organizations and communities to develop culturally appropriate solutions to end systemic violence against Indigenous women, girls, and gender-diverse people, including safe housing, shelters, prevention activities, and support services. Initiatives included the establishment of emergency shelters and transitional homes for Indigenous women, children, and 2SLGBTQI+ individuals, with 37 shelters and 32 transitional homes selected as of January 2025. Additionally, Indigenous-led projects were funded aimed at preventing family violence, including by targeting youth dating violence, and over 100 organizations received ongoing support to enhance their capacity for gender-based violence prevention programming. Efforts were made to strengthen partnerships with Indigenous groups to address root causes of violence and improve community infrastructure and access to services.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Various departments collaborated on initiatives aimed at addressing violence against Indigenous women, girls, and gender-diverse people and enhancing support services. They engaged with Indigenous partners to develop culturally appropriate solutions for individuals escaping abusive environments, which included access to safe housing, shelters, and counselling services. Regular meetings with Indigenous partners and the establishment of Indigenous Steering Committees facilitated decision-making processes for project selection. The annual National Indigenous-Federal Provincial Meeting took place for the third year; this meeting informs collaboration among governments and partners to end systemic violence against Indigenous women, girls and gender-diverse people.

Indigenous partner perspectives on implementation

Persistent barriers are being faced by Indigenous women and gender-diverse individuals in accessing culturally safe services and support. Safety encompasses emotional, spiritual, and cultural dimensions, and concerns were raised about housing insecurity, mental health support, and the need for trauma-informed services. Advocacy efforts called for the inclusion of gender-specific and intersectional considerations in safety initiatives, emphasizing the unique needs of these communities. Additionally, there is concern over the lack of progress in addressing violence against Indigenous women. High rates of violence faced by Indigenous women and girls have been documented, alongside criticism of the slow implementation of the MMIWG2S+ National Action Plan.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: CIRNAC, PHAC, ISC, WAGE

Annex B: Shared Priority 10

MMIWG and the National Action Plan to End Gender-Based Violence

Lead department(s)	Various	Related articles	22
		Related APMs	SP9

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	Yes (3)

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The [National Action Plan to End Gender-based Violence](#) (NAP to End GBV) is a 10-year framework designed to coordinate efforts across federal, provincial, and territorial governments to work together towards a Canada free of GBV that supports victims, survivors, and their families from coast to coast to coast. The NAP to End GBV addresses gender-based violence through five pillars (Support for victims, survivors and their families; Prevention; Responsive justice system; Implementing Indigenous-led approaches; and Social infrastructure and enabling environment) and a Foundation. The Government of Canada has signed bilateral agreements with all provinces and territories to support efforts to end GBV within their jurisdictions through their respective implementation plans. It is led by Women and Gender Equality Canada with other contributing federal departments under It's Time: Canada's Strategy to Prevent and Address Gender-based Violence (the Federal GBV Strategy). This past reporting cycle marked the second year of Provincial/Territorial implementation of the NAP to End GBV.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

WAGE collaborated on and continued to advanced the development of the NAP to End GBV in 2024-2025 through five engagement sessions. These sessions were held with a number of Indigenous partners. In developing the NAP to End GBV, WAGE engaged with National Indigenous leaders and representatives, as well as members of the Indigenous Women's Circle (prior to 2024-2025), specifically on Pillar 4: Implementing Indigenous-led approaches. Additionally, provinces and territories engaged their own Indigenous partners on Pillar 4.

Indigenous partner perspectives on implementation

A recent virtual engagement session focused on the safety and well-being of women and gender-diverse individuals revealed persistent barriers to support, including a lack of culturally safe services and accessible crisis resources. Participants emphasized that safety encompasses emotional, spiritual, and cultural well-being. Advocacy efforts have called for gender-specific and intersectional considerations in initiatives to combat gender-based violence, along with long-term investments in support services, underscoring the importance of addressing the unique safety needs of communities in implementing the UN Declaration.

Milestones

#	Milestone	Status	Timeline
1	PT implementation will continue, and details of this implementation will be available at: Bilateral agreements to end gender-based violence. [WAGE]	Execution phase	Long-term
2	Progress and outcomes will be measured against the Expected Results Framework now that baseline data measures are established. [WAGE]	Execution phase	Long-term

Other departments and agencies that contributed to this APM: WAGE

Annex B: Shared Priority 11

Federal 2SLGBTQI+ Action Plan

Lead department(s)	Various	Related articles	NA
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (1)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Budget 2022 allocated \$100 million to WAGE to support the implementation of the Federal 2SLGBTQI+ Action Plan, with \$75 million designated for a 2SLGBTQI+ Community Capacity Fund and a 2SLGBTQI+ Projects Fund aimed at supporting community organizations, including those serving Indigenous 2SLGBTQI+ people. To date, 19 projects that support Indigenous 2SLGBTQI+ individuals and communities were approved for funding through these two funds.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

WAGE has engaged with some Indigenous 2SLGBTQI+ community organizations, National Indigenous Leaders and Representatives, and the Indigenous Women's Circle at WAGE, on priority area 3 of the federal 2SLGBTQI+ Action Plan, with plans to expand this engagement in the 2025-2026 fiscal year. This included discussions on community priorities, progress on the Action Plan's implementation, and opportunities for collaboration. Input and feedback from Indigenous 2SLGBTQI+ partners continue to inform the policy and program advice provided by the 2SLGBTQI+ Secretariat, contributing to broader program and policy decisions across WAGE and other federal initiatives.

Indigenous partner perspectives on implementation

A recent virtual engagement session focused on the safety and well-being of women and gender-diverse individuals revealed persistent barriers to support, including a lack of culturally safe services and accessible crisis resources. Participants emphasized that safety encompasses emotional, spiritual, and cultural well-being. Advocacy efforts have called for gender-specific and intersectional considerations in initiatives to combat gender-based violence, along with long-term investments in support services, underscoring the importance of addressing the unique safety needs of communities in implementing the UN Declaration.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: WAGE

Annex B: Shared Priority 12

Safe and secure resource development for Indigenous women, girls and 2SLGBTQI+ persons

Lead department(s)	Natural Resources Canada	Related articles	21, 22, 25, 26, 32
		Related APMs	SP9, SP10, SP11, SP33, SP51, SP56

Status	Planning
Tracking	Behind
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

NRCan has established a dedicated MMIWG2S+ and Resource Development Policy Team to lead on the consultation and cooperation required to meaningfully address the MMIWG2S+ Calls for Justice on Resource Development (13.1-13.5) and implement UN Declaration Act SP12. In absence of dedicated funding, NRCan has continued to advance foundational work leveraging existing reports, studies and networks to strengthen the Government of Canada’s response and engage with Indigenous and industry partners. This work continues to be guided by elders from NRCan’s Elders-in-Residence Program and grassroots Indigenous women, including matriarchs, elders, families, and survivors.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Led distinctions-based engagement to ground federal policy in lived experience and community-led good practices. NRCan’s work has included:

- a site visit to Fox Lake Cree Nation to deepen our understanding of the historical impacts of hydroelectric projects in northern Manitoba
- supporting the Indigenous Advisory and Monitoring Committee for the Trans Mountain Expansion Project and Existing Pipeline (IAMC-TMX) in establishing a new Circle on MMIWG2S+ and Resource Development
- engaging with Squamish Nation and Woodfibre LNG on community-led good practices
- initiating collaborative discussions in BC with Women’s Representatives of the Union of BC Indian Chiefs and BC Assembly of First Nations, Tears to Hope Society, the BC First Nations Justice Council and the First Nations LNG Alliance

Challenges to further consultation and cooperation include a lack of dedicated funding to expedite regional engagements, develop toolkits, and pilot MMIWG2S+ safe reporting, monitoring and response mechanisms.

Indigenous partner perspectives on implementation

A recent virtual engagement session focused on the safety and well-being of women and gender-diverse individuals revealed persistent barriers to support, including a lack of culturally safe services and accessible crisis resources. Participants emphasized that safety encompasses emotional, spiritual, and cultural well-being.

Advocacy efforts have called for gender-specific and intersectional considerations in initiatives to combat gender-based violence, along with long-term investments in support services, underscoring the importance of addressing the unique safety needs of communities in implementing the UN Declaration.

Milestones

#	Milestone	Status	Timeline
1	Continue advancing strategic policy planning, including logic modelling. [NRCan]	Planning phase	Short-term
2	Continue to develop and implement an Indigenous specific GBA Plus lens or tool within NRCan, to ensure that First Nation, Métis and Inuit women and gender diverse people's specific considerations are taken into account across all of the department's work. [NRCan]	Planning phase	Medium-term
3	Continue engaging with partners with a view of establishing potential partnerships among Indigenous, federal, provincial, territorial and industry partners and building a dialogue between them to address MMIWG2S+ and Resource Development. [NRCan]	Implementation ongoing	Long-term
4	Continue to bolster collaboration with other federal departments to strengthen the Government of Canada's response to MMIWG2S+ in Resource Development. [NRCan]	Implementation ongoing	Long-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 13

Ending coerced sterilization

Lead department(s)	Justice Canada	Related articles	21, 22, 23, 24
		Related APMs	NA

Status	Planning
Tracking	NA
Requires legislation	Yes
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

While not a Government initiative, Bill S-250, An Act to Amend the Criminal Code (sterilization procedures) was introduced by Senator Boyer on June 14, 2022. The Bill was amended at Committee stage to clarify that coerced sterilization is a form of aggravated assault. The Bill died on the Order Paper when Parliament was dissolved.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: No

On June 10, 2024, JUS met with the Indigenous Women's Advisory Circle (IWAC) and the Survivor's Circle for Reproductive Justice to discuss the coerced sterilization of Indigenous women and 2SLGBTQI+ individuals, gathering their comments and recommendations for legislative reform. Representatives from various organizations, including the National Council of Indigenous Midwives and the Assembly of First Nations' Women's Council, attended the meeting. Additionally, on July 23, 2024, a Justice official visited Tsuut'ina First Nation to discuss the law applicable to coerced sterilization, as well as Senate Public Bill S-250.

Indigenous partner perspectives on implementation

A recent virtual engagement session focused on the safety and well-being of women and gender-diverse individuals revealed persistent barriers to support, including a lack of culturally safe services and accessible crisis resources. Participants emphasized that safety encompasses emotional, spiritual, and cultural well-being. Advocacy efforts have called for gender-specific and intersectional considerations in initiatives to combat gender-based violence, along with long-term investments in support services, underscoring the importance of addressing the unique safety needs of communities in implementing the UN Declaration.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 14

Federal public service training on the UN Declaration

Lead department(s)	Justice Canada, Various	Related articles	1, 2, 13, 15, 16, 18, 21, 22
		Related APMs	SP15, SP16, SP17, SP18

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	No

Funding	Not funded
Indicators	Yes (4)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Departments reported that they engaged in foundational training and building relationships with Indigenous partners, resulting in the development of materials that incorporate diverse Indigenous perspectives. Initiatives included virtual events, newsletters, and cultural competency training to enhance awareness of Indigenous history and culture. Specific strategies were implemented to ensure employees across departments understood their obligations under the UN Declaration Act, with numerous training sessions and resources developed to support this goal. JUS led initial relationship-building with 35 Indigenous partners this past year to lay the groundwork for consultation and cooperation on co-creation of training and educational materials.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Departments reported engagement and collaboration efforts with various Indigenous partners across multiple sectors. Feedback was gathered on training materials related to the UN Declaration and its implementation, with the aim of co-creating culturally relevant learning programs. However, challenges such as funding constraints and differing governance structures impacted participation and timelines. Best practices emphasized the importance of building long-term relationships based on mutual respect and trust, while Indigenous partners played a significant role in influencing decision-making and content development for training initiatives.

Indigenous partner perspectives on implementation

Some Indigenous partners emphasize the importance of public servants critically examining their own practices, including their work, teaching, and decision-making, to identify and address ways they may unintentionally uphold colonial structures, and highlight ongoing efforts and the need to consult on training related to the UN Declaration. In addition, some partners highlighted the need for meaningful co-development from the conception stage, advocating for a specific cultural lens in all interactions. There is an urgent need for culturally grounded solutions led by women and gender-diverse individuals, particularly in education, where mainstream systems often exclude relevant content. Insights gathered from engagement sessions have informed policy recommendations focused on cultural revitalization and language programming. Additionally, some Indigenous partners also note the need for coherent, predictable governance structures that identify how Canada will engage with rights-holders and recognize the roles and responsibilities of regional organizations to support consultation and accountability.

Milestones

#	Milestone	Status	Timeline
1	Completion of draft What We Heard report, validation by Indigenous partners and organizations and finalization. [JUS]	Execution phase	Short-term
2	Incorporation of recommendations and ideas provided by Indigenous partners and organizations into foundational UN Declaration Act training for public servants. [JUS]	Not started	Medium-term
3	Reporting on Year 1 of CRA's Indigenous Strategy 2024-2027. [CRA]	Planning phase	Short-term
4	Completion of the training on Section 87 of the <i>Indian Act</i> . [CRA]	Execution phase	Medium-term
5	Review our UN Declaration Training Strategy for 2025-2026. [ISC]	Not started	Medium-term

Other departments and agencies that contributed to this APM: TC, PHAC, CSPS, CRA, ISC

Annex B: Shared Priority 15

RCMP Intercultural Learning Strategy

Lead department(s)	Royal Canadian Mounted Police	Related articles	NA
		Related APMs	NA

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The Intercultural Learning Strategy (ILS) consultations aimed to gather the perspectives and opinions of RCMP and community partners to inform an Action Plan that outlines concrete activities for improving intercultural learning within the RCMP. To date, the Learning and Development (L&D) team has completed internal consultations and released summary reports of the findings. External consultations with federal government departments and police service agencies have also been conducted, and an environmental scan report is underway to identify intercultural learning tools and resources for integration or adaptation by L&D. Although external consultations with National Indigenous Organizations and other community partners were not initiated in 2024-2025 as planned, they are anticipated to occur in 2025-2026.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

External consultation with National Indigenous Organizations did not occur as originally planned for 2024-2025, however they are expected to take place in 2025-2026.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 16

Ensuring inclusive federally regulated workplaces

Lead department(s)	Employment and Social Development Canada	Related articles	17, 21
		Related APMs	SP7, SP74, SP77

Status	Underway
Tracking	NA
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The Labour Program engaged with several Indigenous partner organizations to discuss short-term changes to the *Employment Equity Act* and explore opportunities for long-term collaboration. The Workplace Harassment and Violence Prevention Fund supported projects aimed at developing culturally sensitive and sector-specific tools and resources to prevent workplace harassment and violence, promoting safe and healthy work environments. Additionally, through national and regional tables that brought together federally regulated industry partners and unions, efforts were made to raise awareness among employers about their obligations to address barriers to equity and safety for First Nations, Inuit, and Métis employees.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

For the modernization of the *Employment Equity Act* and the implementation of the *Pay Equity Act*, a discussion paper and presentation were prepared and shared, followed by bilateral meetings with several key national Indigenous partners, some of whom also provided written submissions. Additionally, there has been direct community engagement related to workplace protections, along with bilateral outreach to First Nations and Métis governments interested in collaborating bilaterally with the Government of Canada. Indigenous partners have identified areas requiring further dialogue, emphasizing the need for these discussions to be part of a long-term collaboration between the Labour Program and Indigenous peoples.

Indigenous partner perspectives on implementation

Some partners encourage federally regulated employers to work in partnership with their employees and Indigenous communities and organizations to ensure workplaces and practices are equitable and inclusive, this must include hiring Indigenous peoples with disabilities, that workplaces and practices are accessible, and honours land-based knowledge and live experiences.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 17

Judiciary training options on UN Declaration

Lead department(s)	Justice Canada	Related articles	5, 34
		Related APMs	NA

Status	Complete
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The Minister of Justice wrote to the National Judicial Institute (NJI) on March 19, 2024, proposing that it consider developing and offering judicial education on the UN Declaration (understanding that judicial education must be controlled by the judiciary itself). On October 31, 2024, JUS approved funding of approximately \$923,000 over four years for the NJI to develop online training in English and French for Canadian judges on the UN Declaration. Training modules will be developed through engagement with Indigenous communities, leaders and Elders, and Indigenous judges. The training will encompass the UN Declaration, Indigenous Laws, and the UN Declaration in relation to criminal law, child welfare, property rights, and self-governance. The NJI has begun work of developing the curriculum, including consulting with Indigenous communities.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

Recognizing that the judiciary must control the development of its own curriculum, JUS has not directly consulted and cooperated with Indigenous partners. However, the NJI, in beginning to develop curriculum on the UN Declaration, participated in a community meeting in Wagmatcook First Nation, Nova Scotia, on November 19, 2024. Over 20 members of the community engaged in a full-day meeting. The community participation reflects the genesis of Wagmatcook Healing to Wellness Court as a product of the community and the ongoing support it receives from the community it serves. Each of the community members spoke to their role in furthering the work of the Court and of the importance of having this unique Court available in their First Nation community. The NJI receive many teachings that will form the core of judicial education materials available to all Canadian judges in French and English.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 18

Public education on UN Declaration and Indigenous human rights

Lead department(s)	Justice Canada, Various	Related articles	1, 2, 15, 22
		Related APMs	SP14, SP109

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

JUS focused on building relationships with Indigenous partners to establish a foundation for consultation and cooperation in co-creating educational materials. Indigenous partners identified priority learning topics for the public and shared their ongoing educational initiatives. In collaboration with the National Centre for Truth and Reconciliation, JUS hosted a videotaped hybrid event at the Canadian Museum of History on September 26, 2024, featuring an all-female Indigenous panel discussing community perspectives on the UN Declaration, which attracted over 5,500 attendees.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Throughout the reporting cycle, initial relationship-building with 35 Indigenous partners was facilitated to establish a foundation for collaboration. Insights were gathered on key topics for enhancing public understanding of the UN Declaration and Indigenous human rights, with 54 partners approached about Shared Priority 14 and 18, providing feedback through meetings or written input. Communication lags and funding constraints limited participation in consultation and cooperation, as some organizations needed to prioritize other initiatives. The importance of fostering long-term relationships based on mutual respect and improving initial communication with all potential partners was emphasized.

Indigenous partner perspectives on implementation

Some partners noted that the development and distribution of educational materials aimed at informing non-Indigenous Canadians about the UN Declaration and human rights of Indigenous peoples should also take into account the United Nations Convention on the Rights of Persons with Disabilities (UNCPRD), the United Nations Convention on the Rights of the Child (UNCRC), and the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Recognizing the interconnectivity of these conventions with UN Declaration is essential, as they collectively contribute to a comprehensive understanding of Indigenous rights and the broader framework of human rights.

Milestones

#	Milestone	Status	Timeline
1	Completion of draft What We Heard report, validation by Indigenous partners and organizations and finalization. [JUS]	Execution phase	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 19

Indigenous rights monitoring mechanism(s)

Lead department(s)	Justice Canada	Related articles	18, 32, 34, 40
		Related APMs	SP109

Status	Planning
Tracking	Behind
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

JUS is in the early stages of work on this Action Plan measure. A multi-stage consultation and cooperation process is anticipated, aimed at identifying and exploring options with Indigenous partners. Efforts to advance this work have included monitoring ongoing initiatives and mapping existing mechanisms, such as the Council for Reconciliation, reforms to the specific claims process, linkages to work underway to implement the MMIWG CFJs, and the proposed establishment of a Modern Treaty Implementation Commissioner. This work is crucial to ensuring that the mechanisms developed are complementary and do not duplicate other monitoring, oversight, and dispute resolution processes.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

Work to advance this Action Plan measure so far has focused on monitoring ongoing work and initiatives and mapping existing mechanisms to shape the consultation and cooperation strategy. This preliminary work is essential to ensuring that the mechanism(s) will be complementary and not duplicative of other monitoring, oversight, and dispute resolution mechanisms. Work has also proceeded on developing a consultation and cooperation strategy with a phased approach.

Indigenous partner perspectives on implementation

Discussions with the Government of Canada have emphasized the necessity of this mechanism to address barriers to justice for Indigenous peoples, as the current court system is often too costly and slow. However, there are some concerns about the lack of progress and clarity regarding the mechanism's establishment. There is an expectation that Canada will outline concrete steps and timelines for creating at least an interim oversight mechanism and detail plans for engaging Indigenous partners in developing a permanent solution, highlighting the importance of this mechanism for advancing reconciliation and ensuring timely redress for rights violations.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 20

UN Declaration Act Annual Reporting

Lead department(s)*	Justice Canada, Indigenous Services Canada, Various	Related articles	18, 19, 38
*Modified following release of the Action Plan		Related APMs	SP1, SP2, SP3

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (1)
Developed with partners	No
Can be disaggregated	Yes (1)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The UN Declaration Act Annual Report reflects progress on Indigenous rights and development, as well as gaps that need to be addressed going forward. JUS solicited more feedback this year to ensure Indigenous partners' voices shape the annual report. A Technical Working Group was formed to begin the work of developing metrics to measure the impact of UN Declaration Act implementation.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

JUS engaged with 17 Indigenous partners through various activities, including lessons learned discussions on the previous year's Annual Report process and guidance on information collection for this year's reporting cycle. A Technical Working Group was established to develop metrics in collaboration with Indigenous peoples and organizations, and over 200 Indigenous organizations were invited to provide input into this year's Annual Report, either through templates, reports, or meetings. While the objective is to engage Indigenous organizations broadly, limitations exist due to the small number of existing relationships and the lack of funding to compensate partners for their participation.

Indigenous partner perspectives on implementation

Partners participated in meetings and information sessions to enhance their Nation's participation in the consultation process for implementing the UN Declaration Act Action Plan. While comments were submitted on the 2024 Annual Report, some partners found it difficult to determine if their feedback was considered due to a lack of follow-up communication. They appreciated the establishment of a solid point of contact for better coordination with federal departments and emphasized the need for accessible and accountable reporting on UN Declaration Act implementation, including a user-friendly online tracker for progress updates. The Technical Working Group aims to improve reporting and engagement with Indigenous partners, calling for ongoing, coordinated government reporting that is transparent and accountable, ensuring clarity on the objectives and resources dedicated to Action Plan measures.

Milestones

#	Milestone	Status	Timeline
1	Preparation of the 4th Annual Progress Report under the UN Declaration Act. [JUS]	Execution phase	Short-term
2	Develop metrics with Indigenous peoples to ensure that useful measurements are being reported on. [JUS]	Initiation phase	Medium-term

Other departments and agencies that contributed to this APM: TC

Annex B: Shared Priority 21

Updating UN Declaration Act Action Plan

Lead department(s)	Justice Canada	Related articles	19
		Related APMs	SP20

Status	Not started
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Work on this initiative has not yet started.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

Work on this initiative has yet to begin. Once the work starts, it will be done in consultation and cooperation with Indigenous peoples as required by section 6 of the UN Declaration Act.

Indigenous partner perspectives on implementation

Some Indigenous partners are eager to collaborate further with the Government of Canada on developing and implementing updated Action Plan measures. They specifically seek involvement in amendments related to Shared Priority 21, emphasizing the need for sufficient time for meaningful engagement. Additionally, they wish to remain engaged in the implementation of Shared Priority 19 and the establishment of an oversight and remedy mechanism.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: TC

Annex B: Shared Priority 22

UN Declaration Act Action Plan Advisory Committee (APAC)

Lead department(s)	Justice Canada	Related articles	NA
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In July 2024, the Minister of Justice sent letters to 46 key First Nations, Inuit, and Métis partners, as well as Modern Treaty and Self-Government partners, seeking nominations for the Action Plan Advisory Committee (APAC). In response, JUS received approximately 30 nominations. In March 2025, the Minister announced ten expert members for the APAC: Tim Argetsinger, Hélène Boivin, Cassidy Caron, Adam Fiddler, Victoria Fred, Lydia Hwitsum, Nibi (Skylar) Louttit, Brennan Manoakesick, Brandan Macleod, and Naomi Metallic. JUS expects to support an initial meeting of the Committee in spring or summer of 2025.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

See above.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that, while the committee is advisory, it should not replace existing relationships with Indigenous Nations to ensure ongoing consultation and cooperation in implementing the UN Declaration. Concerns were also noted about the lack of diverse Indigenous voices that could hinder effective implementation. Although the committee's establishment is welcomed, some expressed disappointment regarding the lack of prior notice about its membership and some delay in finalizing their selection.

Milestones

#	Milestone	Status	Timeline
1	On March 21, 2025, the Minister of Justice announced the creation of the APAC. [JUS]	Complete	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 23

Withdrawal of comprehensive land claims and inherent right policies

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 27, 37
		Related APMs	SP24, SP31

Status	Planning
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Internal analysis is underway and early discussions with some Indigenous partners have been initiated to explore the development of a public statement on Canada's rights-based approach for the negotiation of treaties, agreements and other constructive arrangements.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Although there have been early discussions with some Indigenous partner organizations, due to resource constraints it has not been possible to adequately engage in consultation and cooperation.

Indigenous partner perspectives on implementation

Some Indigenous partners have said that there remains some confusion regarding the status of the Comprehensive Claims Policy, with inconsistent messages about its relevance to ongoing negotiations, leading to frustration over the lack of clarity and communication in the negotiation process. Partners recommend a co-development approach that integrates Indigenous legal orders, community perspectives, and place-based realities.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 24

Co-developing approaches to self-determination

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 37, 27
		Related APMs	NA

Status	Planning
Tracking	On-track
Requires legislation	Yes
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Work to remove and address jointly identified barriers to settlement and co-develop approaches for the implementation of the right to self-determination currently remains in the planning phase.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

Due to resource constraints, no broad consultation or cooperation with Indigenous partners has started in relation to this Action Plan measure.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that discussions have included proposals for treaty-related provisions and modern implementations, such as the "truck house" provision of the 1760 treaty, aimed at providing the Crown protection for Indigenous fishing rights. However, challenges persist, including the removal of treaty references from draft documents and confusion surrounding the status of the Comprehensive Claims Policy, which complicates negotiations. Additionally, engagement sessions have highlighted the need to reclaim governance systems rooted in Indigenous values and to address systemic barriers that limit participation in leadership roles. Ongoing advocacy emphasizes the importance of creating culturally safe environments and supporting Indigenous-led governance models to ensure that self-determination is genuinely realized, allowing communities to shape their futures on their own terms.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 25

Implementing historic and modern treaties/self-government

Lead department(s)	All departments	Related articles	3, 4, 13, 15, 18, 19, 37
		Related APMs	SP24, MT1.h

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Many steps have been taken to advance this Action Plan measure, as outlined in the responses to First Nations Priority 2 and Modern Treaty Priority 1. The CRA, in partnership with FIN, effectively manages Tax Treatment Agreements for eight Indigenous governments and administers taxes on their behalf through negotiated Tax Administration Agreements. Currently, eight Indigenous governments have adopted the First Nations Sales Tax (FNST), 32 have implemented the First Nations Goods and Services Tax (FNGST), and 14 have established the First Nations Personal Income Tax (FNPIT). Additionally, TC has dedicated resources that conducts Assessments of Modern Treaty Implications for initiatives requiring Cabinet submissions to ensure compliance with Modern Treaty agreements, and has collaborated with CIRNAC to provide training sessions for all TC employees on these matters.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

FIN is the lead with respect to tax agreements with Indigenous governments. In addition, TC noted the Assessment of Modern Treaty Implications is a standardized internal tool across government.

Indigenous partner perspectives on implementation

Some Indigenous partners have highlighted the lack of ongoing financial support and culturally safe environments as major barriers to participation. Confusion remains regarding the status of the Comprehensive Claims Policy, with inconsistent messages about its relevance to ongoing negotiations, leading to frustration over the lack of clarity and communication in the negotiation process.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: CRA, TC

Annex B: Shared Priority 26

Implementing standalone self-government agreements

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 37
		Related APMs	NA

Status	Planning
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In April 2024, Self-Government Arrangement Holders, including Whitecap Dakota First Nation, Sioux Valley Dakota Nation, Westbank First Nation, and shishalh Nation, submitted a draft self-government implementation policy for Canada's consideration. In October 2024, CIRNAC informed Holders that, following internal consultations, the department lacked the mandate to co-develop a distinct implementation policy. Since then, CIRNAC has been awaiting feedback from the Self-Government Arrangement Holders on their preferred way forward while continuing to advance the previously co-developed workplan aimed at addressing shared priorities.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Within the reporting year, CIRNAC engaged with Self-Government Arrangement Holders through bilateral discussions, the Self-Government Arrangement Holder Discussion table, and the annual Intergovernmental Leaders' Forum. Together, they worked to identify shared priorities and areas for collective action aimed at removing barriers to implementing self-government arrangements. However, consultations revealed that a lack of common priorities among partners has posed challenges to advancing their collective goals.

Indigenous partner perspectives on implementation

Efforts to co-develop solutions for stand-alone self-government agreements have involved engaging Indigenous partners to address barriers to participation and leadership. A virtual engagement session focused on self-determination highlighted the challenges faced by women and gender-diverse individuals. Participants advocated for reclaiming governance systems rooted in Indigenous values and emphasized the need for community-based decision-making. Insights from these discussions were shared with the UN Declaration Act Implementation Secretariat with JUS, stressing the importance of removing systemic barriers and creating supportive spaces for Indigenous leaders. Additionally, capacity to support Contribution Agreement was established to facilitate participation in Regional Table meetings and enhance collaborative governance efforts.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 27

Indigenous Service Transfer Policy Framework

Lead department(s)	Indigenous Services Canada	Related articles	NA
		Related APMs	NA

Status	On hold
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Due to circumstances outside of ISC's control, implementation of the specific Service Transfer Policy Framework is on hold. However, meaningful work on service transfer continues department-wide. As an essential part of our mandate, more than half of the ISC-led or co-led Action Plan measures listed in the UN Declaration Act Report are related to service transfer, including Shared Priority 29 regarding the implementation of the *Child and Family Services Act*, and Shared Priority 30 regarding supporting Indigenous Data Sovereignty, and First Nations Priority 15 regarding infrastructure, among countless others. Service transfer is much more than the Policy Framework and continues to be advanced department-wide, with Indigenous partners leading the way. To learn more about what ISC is doing to advance service transfer as well as the UN Declaration Act Action Plan, see the ISC Annual Report to Parliament.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

Due to a lack of funding, activity on this Action Plan measure is on hold.

Indigenous partner perspectives on implementation

See input for Shared Priority 26.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 28

Indigenous Justice Strategy and revitalization of Indigenous laws

Lead department(s)	Justice Canada, Public Safety Canada, Various	Related articles	3, 4, 5, 18, 37
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

From 2022 to 2024, engagement sessions with Indigenous peoples, individuals with lived experiences, and community organizations informed the development of the Indigenous Justice Strategy (IJS). These sessions resulted in the IJS Key Elements Consultation Draft, which was published for feedback, with key Indigenous partners co-developing the final strategy, released in March 2025. Additionally, initiatives to revitalize Indigenous laws are underway, including negotiating Administration of Justice Agreements that may enforce First Nations laws. The Government of Canada has committed to implementing Call to Action 50 from the Truth and Reconciliation Commission, with funding of \$10 million announced in Budget 2019 and renewed in Budget 2024 for \$5.5 million over three years, supporting 20 projects focused on Indigenous legal systems.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The IJS was also developed in broad consultation and cooperation with First Nations, Inuit and Métis, and was also shaped by feedback from engagement with Indigenous women, youth, Elders, persons with disabilities, and 2SLGBTQI+ persons, as well as urban and other Indigenous organizations and groups and justice system practitioners. The IJS development work was also advanced in collaboration with the provinces and territories, whose continued engagement will be critical given their key role and jurisdiction in relation to the administration of justice.

Indigenous partner perspectives on implementation

Indigenous partners have actively engaged in the development of the IJS, emphasizing the need for meaningful consultation and input throughout the process. They have participated in various meetings and workshops to provide feedback on the strategy, advocating for the inclusion of their priorities, such as the establishment of Indigenous courts and the need for training standards that reflect Indigenous realities. Despite their involvement, partners believe that some key priorities were not included in the final IJS, leading to concerns about the adequacy of the strategy in addressing the specific needs of Indigenous communities. Some partners stress the importance of ongoing dialogue and collaboration to ensure that the IJS effectively supports their rights and enhances public safety and community well-being.

Milestones

#	Milestone	Status	Timeline
1	Public release of the final IJS and its distinctions-based chapters. [JUS]	Complete	NA
2	Work with Indigenous peoples to advance implementation of the Strategy through tripartite tables and other mechanisms. [JUS]	NA	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 29

Implementation of *Act respecting First Nations, Inuit and Métis children, youth and families*

Lead department(s)	Indigenous Services Canada	Related articles	3, 4, 23, 37
		Related APMs	ME5

Status	Underway
Tracking	NA
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Since *An Act respecting First Nations, Inuit and Métis children, youth and families* came into force on January 1, 2020, a total of 12 coordination agreements and 3 bilateral agreements have been signed, with 446 Indigenous communities or groups expressing interest in exercising jurisdiction under the Act by accessing capacity-building program funding, submitting notices of intent, or requesting coordination agreement discussions. In the 2024-2025 fiscal year, 7 coordination agreements and 2 bilateral agreements were signed, and 4 Indigenous laws were enacted, reflecting ongoing progress in implementing the framework established by the Act.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Inuit Data Strategy Working Group, co-led by ISC and Inuit Tapiriit Kanatami, developed a report on Inuit-specific child welfare data, approved by the Inuit-Crown Partnership Committee. ISC and Inuit Tapiriit Kanatami also began co-developing a long-term Inuit fiscal policy, while the Métis National Council and ISC renewed their Memorandum of Understanding to advance the Canada-Métis Nation Child and Family Services Accord. Additionally, the Assembly of First Nations and ISC worked on revitalizing shared priorities under the First Nations Permanent Bilateral Mechanism, and pre-engagements with the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council were conducted for the five-year review of *An Act respecting First Nations, Inuit and Métis children, youth and families*. The funding related to the Act is needs-based, allowing Indigenous partners to identify their needs, with specific profiles established for exercising jurisdiction to ensure equality.

Indigenous partner perspectives on implementation

Some Indigenous partners have stressed the urgent need to reclaim jurisdiction over child and family services. For example, they highlight the overrepresentation of Métis children in the welfare system and the negative impacts of misidentification on their cultural connections. Despite advocacy for self-determination and governance rooted in Indigenous values, barriers such as insufficient financial support and culturally safe environments hinder participation. Recent engagement sessions revealed challenges related to exclusion and the necessity for community-based decision-making models. Efforts to amend some Treaties for governance equality have yet to reach agreement, and some have expressed frustration over the slow progress in implementing the *Act respecting First Nations, Inuit, and Métis children, youth, and families*. Partners continue to emphasize the need to keep Indigenous children connected to their families and communities.

Milestones

#	Milestone	Status	Timeline
1	As per the Act, every five years, the Minister must, in collaboration with Indigenous peoples, including representatives of First Nations, the Inuit and the Métis, undertake a review of the provisions and operation of this Act. [ISC]	Initiation phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 30

Supporting Indigenous data sovereignty

Lead department(s)	Indigenous Services Canada, Treasury Board Secretariat, Library and Archives Canada, Various	Related articles	1, 2, 3, 4, 11, 13, 18, 21, 23, 31, 37
		Related APMs	SP3, ME5

Status	Underway
Tracking	On-track
Requires legislation	Yes
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

To promote a coordinated approach across federal institutions, TBS and ISC established the Working Group on Indigenous Data Sovereignty, which involves representatives from ten agencies to collaborate on engagements and reduce engagement fatigue. As for specific policy initiatives to further this APM, TBS, in the context of its upcoming 2025 Access to Information Act Review, reached out to over 180 Indigenous partners to hold early discussions on key Indigenous access challenges that could be examined in the review while ISC continues to support Indigenous-led data capacity development through the Transformational Approach to Indigenous Data. Additionally, ISC has enhanced its data governance by engaging with 14 Indigenous organizations on its upcoming Policy on External Data Sharing and administering nearly 40 Information Sharing Agreements. These efforts look to strengthening Indigenous data governance and integrating Indigenous perspectives into data practices.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In June 2024, ISC initiated a multi-stage engagement process and invited 26 Indigenous organizations to provide feedback on its upcoming Policy on External Data Sharing. In the process, ISC gathered feedback from national, regional, rights holding, and service delivery organizations representing First Nations, Inuit, Métis Peoples as well as Indigenous women specifically. The first stage of the engagement concluded in February 2025. This feedback is being used to inform the objectives and principles that will be featured in the Policy and has already been crucial in shaping discussions on improving access to departmental data assets for Indigenous partners. Similarly, TBS reached out to over 180 Indigenous organizations in October 2024 to gather input for the upcoming 2025 Review, validating options to enhance Indigenous access to data while ensuring its protection. Overall, these initiatives demonstrate a commitment to meaningful collaboration with Indigenous partners and integrating their perspectives into policy frameworks.

Indigenous partner perspectives on implementation

Some Indigenous partners emphasize the importance of including Indigenous women’s organizations, beyond distinction-based groups, in Indigenous Data Sovereignty and data strategies. Indigenous women organizations have highlighted the need to access, control, and protect their own data to effectively advocate, deliver services, and share their stories. The complexities of this issue arise from overlapping federal and provincial jurisdictions

and multiple pieces of legislation. They have helped identify relevant legislation and issues impacting Indigenous communities, especially those involved in self-governance that require access to information. Successful implementation of data strategies will depend on either standalone legislation or federal legislation that ensures efficient information flow to support self-governing communities. Currently, barriers to accessing information remain due to the federal government's historical role as the sole administrator of programs and services, which highlights the need for equitable access to information for effective self-governance.

Milestones

#	Milestone	Status	Timeline
1	Directive on First Nations, Métis and Inuit Statistics led by the Centre for Indigenous Statistics and Partnerships. [StatsCan]	Implementation ongoing	Short-term
2	As required in Shared Priority 3 of the UN Declaration Act Action Plan, TBS will conduct the ATIA review in a manner that ensures consistency with the UN Declaration and meets applicable consultation and cooperation requirements in the UN Declaration Act. [TBS]	Planning phase	Short-term
3	Publication of high-level statement on Indigenous Data Sovereignty, establishing a shared understanding, definitions and principles for how Indigenous Data Sovereignty applies to LAC as a national archive and library. [LAC]	Execution phase	Medium-term
4	FNIGC, with PHAC funding, is developing a companion to the mental health inequalities report, focused on First Nations and based exclusively on First Nations-led Regional Health Survey data. [PHAC]	Execution phase	Medium-term
5	In collaboration with the Nunatsiavut Government, co-develop knowledge translation products based on a study of Inuit children in out-of-home care, including a manuscript and presentations to partners. [PHAC]	Execution phase	Medium-term
6	Through TAID STC undertook work from 2022-2023 to 2024-2025 for 3 objectives: Data and Research Projects Co-developed with Indigenous Partners, Expanded Indigenous Statistical Capacity Development, Improved Visibility of Indigenous Peoples in National Stats. [StatsCan]	Implementation ongoing	Medium-term
7	Development of Indigenous Data Sovereignty Action Plan. [LAC]	Not started	Long-term
8	Statistics Canada is working on developing formal agreements with interested Indigenous partners to streamline the work that we do with them in order to improve services and the delivery of data to them. [StatsCan]	NA	Long-term
9	Another significant milestone in the ATIA Review process is the legislatively mandated report that must be tabled in Parliament at the conclusion of each review. This requirement is also outlined in Section 93.1 of the ATIA. [TBS]	Not started	NA
10	Completion of a departmental Policy on External Data Sharing and of a What We Heard Report, which will document the feedback and comments gathered during the engagement on the Policy. [ISC]	Execution phase	Medium-term
11	Inuit Tapiriit Kanatami and Métis Nation partners, with ISC funding, will complete their respective data strategies. [ISC]	Execution phase	Medium-term

12	The First Nations Information Governance Centre, with ISC funding, will complete the implementation blueprint for a First Nations-led statistical institution. [ISC]	Execution phase	Medium-term
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Other departments and agencies that contributed to this APM: LAC, PHAC, StatsCan

Annex B: Shared Priority 31

Ongoing section 35 rights-based policy and program reforms

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 37, 38
		Related APMs	SP23, SP24

Status	Planning
Tracking	On-track
Requires legislation	Maybe
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC indicated that various elements of this measure are underway, while other aspects remain at the early planning stages, such as the work on Shared Priorities 23 and 24.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

Elements that are related to this commitment are in the planning phase and CIRNAC expects that consultation and cooperation with Indigenous partners will occur at an appropriate time in the implementation phase.

Indigenous partner perspectives on implementation

Recent virtual engagement sessions focused on self-determination highlighted the importance of collaborating with Indigenous partners to identify opportunities for reforming and strengthening the foundational elements that support rights-based negotiations and approaches. They advocated for reclaiming governance systems rooted in traditional values and knowledge, promoting community-based decision-making models that reflect their identities. Ongoing advocacy aims to ensure that self-determination encompasses not only recognition but also the power and resources necessary for Indigenous communities to shape their futures effectively.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 32

Guidance on engaging on natural resources projects to obtain FPIC

Lead department(s)	Various	Related articles	18, 19, 26, 27, 28, 29, 32
		Related APMs	SP33, SP34, SP51, SP66, SP68, MT14

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

NRCan received policy authority to advance work on this priority and established an Interdepartmental Directors Table to develop guidance for engaging with Indigenous partners on natural resource projects. Surveys were conducted with Indigenous and industry partners to refine consultation approaches. In addition, the CNSC prioritized support for implementation by providing information to Indigenous partners regarding the implementation of this Action Plan measure. They have begun coordinating opportunities for engagement between NRCan and key partners and considered responses to recent legal decisions affecting Free, Prior and Informed Consent (FPIC).

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The CNSC, NRCan, and JUS participated in an engagement session with the Michi Saagiig Nations to discuss UN Declaration Act implementation and the principle of FPIC, although the focus was primarily on information sharing. NRCan held a virtual engagement session with Indigenous partners and conducted an online survey that garnered responses from 36 Indigenous partners. These informed options on the development of guidance and a consultation plan. However, NRCan faced challenges such as delayed policy authority, lack of funding, and time constraints due to the prorogation of Parliament, which impacted their ability to engage more broadly over an extended period of time with Indigenous partners.

Indigenous partner perspectives on implementation

Some Indigenous partners expressed concerns about their exclusion from consultations on resource development projects and emphasized the need for strategies that ensure the safety of Indigenous women. They highlighted the importance of focusing on community objectives and the misunderstanding of treaty relationships, which complicates self-governing authority and recognition of rights. Overall, Indigenous partners stressed the need for true reconciliation through better communication, collaboration, and adequate funding to support their rights and governance models in resource negotiations.

Milestones

#	Milestone	Status	Timeline
1	NRCan is currently seeking senior management endorsement of options on the development of guidance for Shared Priority 32 as well as a consultation and cooperation approach. [NRCan]	Planning phase	Short-term
2	Develop guidance in consultation and cooperation with Indigenous peoples, and in collaboration with provinces, territories and industry. [NRCan]	Execution phase	Long-term

Other departments and agencies that contributed to this APM: CNSC, NRCan

Annex B: Shared Priority 33

Increasing economic participation in natural resources projects

Lead department(s)	Natural Resources Canada	Related articles	26, 27, 28, 32
		Related APMs	SP34

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The [National Benefits Sharing Framework](#) (NBSF) aims to enhance the quality and consistency of benefits that Indigenous communities receive from natural resource projects, supported by a total of \$12.1 million in commitments from Budgets 2022 and 2023. Engagement activities to inform the NBSF's development with Indigenous partners and industry have been completed, culminating in the publication of a "What We Heard" report on January 9, 2025. Additionally, the Indigenous Loan Guarantee Program (ILGP), launched on December 16, 2024, as a result of the NBSF, will provide up to \$5 billion in loan guarantees to promote Indigenous ownership in the natural resource and energy sectors, with funding for Investment Analysis and Due Diligence (IADD) capacity set to be available on April 1, 2025. In March 2025, the ILGP was expanded to \$10 billion and included additional sectors.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Formal consultation and engagement primarily occurred in 2022-2023 and 2023-2024, with ongoing informal engagement continuing into 2024-2025 regarding the ILGP and the upcoming IADD capacity funding. A "What We Heard" report on the NBSF and the ILGP was published on January 9, 2025. While in-depth discussions on the ILGP's design took place in 2023-2024, 2024-2025 activities focused on sharing information about the program's implementation, with previous feedback from Indigenous partners emphasizing the need for capacity funding to support loan guarantee applications, which influenced the development of the IADD.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that Indigenous women's organizations were not invited to the Economic Reconciliation Summits held in 2023 and 2024. Engagement efforts have taken place through a Regional Energy and Resource Table with the Government of Canada, supported by a Capacity Support Contribution Agreement that allows for input on Regional Table documents and participation in meetings. The Government of Canada collaborates with Indigenous partners to identify and pursue energy and resource opportunities, and multiple funding agreements have been signed to ensure meaningful consultation with Indigenous citizens regarding these initiatives.

Milestones

#	Milestone	Status	Timeline
1	Formal launch and use of the Investment Analysis and Due Diligence (IADD) capacity funding stream of the Indigenous Loan Guarantee Program (ILGP) on April 1, 2025. [NRCan]	Implementation ongoing	Short-term
2	In-depth engagements with Indigenous groups, industry and provinces/territories. [NRCan]	Complete	NA
3	Published What We Heard report. [NRCan]	Complete	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 34

Enhancing participation in natural resource projects regulated by the CER

Lead department(s)	Natural Resources Canada, Canada Energy Regulator	Related articles	18, 19, 23, 31, 32, 29, 32
		Related APMs	SP12, SP32, SP66, SP67, SP74, SP101

Status	Underway
Tracking	Behind
Requires legislation	Maybe
Requires regulation	Yes

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

NRCan and the Canada Energy Regulator (CER) reported progress on the four elements of APM 34. First, engaging with Indigenous groups through the launch of Phase 2 of the Indigenous Ministerial Arrangements Regulations (IMARs) engagement process, which involved outreach to over 300 Indigenous groups. To date, 107 groups attended an IMARs engagement session. Feedback from these engagements highlighted the need for a revised approach to enhance understanding of the process and related regulations. NRCan provided funding and resources to Indigenous groups to help build the necessary knowledge to engage effectively in discussions about resource projects that may affect their lands and rights. Second, the review of Onshore Pipeline Regulations and Filing Manuals (OPR/FM) entered Phase 2 of engagement, where the CER sought feedback on various topics, including Indigenous rights and socio-economic effects while providing funding to support Indigenous participation. Phase 2 engagement funding was provided to 52 recipients. Third, the CER held a series of planning workshops for a systemic model for Indigenous oversight, benefiting from early engagement, and developed a project charter and governance model. Work on sub-element 4 is at the very early planning stages, with community input gathered during recent gatherings. In addition, the Action Plan measure Leadership Table consisting of Indigenous Leaders, CER, and NRCan leadership was created to guide overall implementation of the measure.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The collaborative efforts between NRCan and the CER focused on engaging Indigenous groups in the development of proposed regulations through IMARs and the OPR/FM Review, and on getting early guidance for the systemic model and the fourth sub-element of this Action Plan measure. Various engagement sessions were held, including regional engagement sessions, information sessions and community-hosted gatherings, where foundational questions were posed to gather feedback that would inform a Regulatory Proposal. Additionally, the CER organized virtual information sessions and workshops and created a leadership table with Indigenous leaders. Overall, these efforts aimed to ensure that Indigenous voices were integral to the regulatory development process. However, challenges have been encountered, including limited resources among Indigenous partners and the need for educational opportunities regarding the regulatory process.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Develop a governance framework for Shared Priority 34 through a collaborative process, ensuring meaningful participation of Indigenous partners. [CER - all sub-elements]	Planning phase	Short-term
2	Completion of Phase 2 Outcome: To determine the extent to which Indigenous governing bodies (IGB) want to be involved in the regulatory development process and the overall considerations to help inform the development of regulations. [NRCan, CER – sub-element 1 (IMARs)]	Initiation phase	Medium-term
3	Completion of Phase 3 Outcome: To draft the proposed Indigenous Ministerial Arrangements Regulations in accordance with Government of Canada requirements. [NRCan, CER – sub-element 1 (IMAR)]	Not started	Long-term
4	Phase 3 - Seek input on Regulatory Proposal [CER – sub-element 2 (OPR/FM)]	Initiation phase	Medium-term
5	Phase 4: Ensure coming into force of the Indigenous Ministerial Arrangements Regulations, the publication of proposed draft regulations, the approval of the Final Regulations and the establishment of an administrative process for Arrangements [NRCan, CER – sub-element 1 (IMARs)]	Not started	Long-term
6	Phase 4 - Canada Gazette Part 1 Comment Period [CER – sub-element 2 (OPR/FM)]	Not started	Long-term
7	Phase 5 - Canada Gazette Part 2 [CER – sub-element 2 (OPR/FM)]	Not started	Long-term
8	A next important phase of the project will include consultation and engagement with Indigenous peoples, as well as partners from industry and other governmental departments and agencies to inform the development of the systemic model. [CER – sub-element 3 (systemic model)]	Not started	Long-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 35

Harvesting rights and Parks Canada

Lead department(s)	Parks Canada	Related articles	11, 12, 13, 29
		Related APMs	SP95, SP96, SP97, SP110

Status	Underway
Tracking	NA
Requires legislation	Yes
Requires regulation	Yes

Funding	Partially funded
Indicators	Yes (1)
Developed with partners	Yes (1)
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

During the reporting period, PC co-developed an Indigenous Stewardship Policy with the Indigenous Stewardship Circle, which mandates the co-development of Indigenous Stewardship Plans in collaboration with Indigenous partners for all heritage places. These plans will identify shared priorities for advancing the UN Declaration and Indigenous Stewardship, detailing how these priorities will be implemented.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

PC initiated consultations with Indigenous partners on proposed National Marine Conservation Area General Regulations. Co-development approaches were taken through negotiation of agreements to implement harvesting rights in national parks and historic sites in Eastern Canada, and in developing the Indigenous Stewardship Policy with the Indigenous Stewardship Circle. Work to advance a vision and path forward for cultural competency training for employees was also achieved through collaboration with the Indigenous Stewardship Circle. PC conducts quarterly meetings with the Indigenous Stewardship Circle and bi-weekly meetings with representatives from the Métis National Council and Assembly of First Nations. Funding to support shared priorities with Indigenous partners remains a significant challenge.

Indigenous partner perspectives on implementation

Some partners noted that a Rights Implementation Agreement (RIA) was established to work on conflict resolution and land stewardship plans co-created with Kouchibouguac National Park. This agreement is significant as it outlines shared principles and processes for stewardship and management planning, with the potential for successful implementation in other jurisdictions and national parks.

Milestones

#	Milestone	Status	Timeline
1	Codevelop and release Indigenous Stewardship Policy to support implementation of the UN Declaration through co-developed place-based Stewardship plans and initiatives. [PC]	Complete	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 36

Fishing rights – legislative, regulatory, or policy amendments and reforms

Lead department(s)	Fisheries and Oceans Canada	Related articles	NA
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Various fisheries policy projects led by DFO are underway to advance this Action Plan measure, including the Eastern Canada Communal Commercial Licensing Policy Review and the review of the 1993 Policy for the Management of Aboriginal Fishing (1993 Policy). DFO continued its review of existing communal commercial licensing policies, guidelines, and regulations in Eastern Canada, engaging and consulting with Indigenous partners to inform a draft policy. Additionally, early engagement and collaborative planning discussions were held with Indigenous partners to support a planned multi-year review of the 1993 Policy.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

DFO held an engagement session on February 12, 2025, in partnership with the Atlantic Policy Congress of First Nations Chiefs Secretariat, to discuss the draft Communal Commercial Fisheries Licensing Policy for Eastern Canada. This technical workshop allowed DFO to share how previous feedback informed the draft policy while gathering additional input from Indigenous communities and organizations reflecting DFO's commitment to incorporating Indigenous input into its initiatives. DFO also engaged with regional Indigenous organizations on both coasts regarding the initiation of the review of the 1993 Policy.

Indigenous partner perspectives on implementation

Funding from a fisheries Rights Reconciliation Agreement has supported discussions on acquiring a vessel for food fishing. However, some Indigenous partners report not seeing much progress on fishery-related APMs nearly two years into the Action Plan. The House of Commons Standing Committee on Fisheries and Oceans initiated a review of the *Fisheries Act* but delays due to Parliament's prorogation have prevented Indigenous partners from providing input. There is a call from some partners for the *Fisheries Act* to recognize multiple governance authorities instead of relying solely on the Minister, as this is inconsistent with treaties and Aboriginal rights. Additionally, some partners identified systemic racism in policies hinders the implementation of the UN Declaration, underscoring the need for education on Indigenous rights and greater inclusion in decision-making processes.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 37

Collaborative fisheries management and fish habitat conservation

Lead department(s)	Fisheries and Oceans Canada	Related articles	NA
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Efforts to develop and implement modern agreements for reconciliation, particularly in the fisheries sector, have included the ongoing implementation of the Coastal First Nations Fisheries Resources Reconciliation Agreement and the signing of a two-year Incremental Reconciliation Agreement for Fisheries Resources (IRA FR) and associated implementation of the community based economic fishery plan for the Five Nuuchahnulth Nations. Progress is also being made toward reconciliation agreements with other Nations in the Pacific Region. Renewed funding has been allocated to support moderate livelihood rights, and DFO held workshops in winter 2025 to discuss Ecologically Significant Areas (ESAs) and gather feedback from Indigenous peoples on their involvement in these areas. Additionally, the Fish and Fish Habitat Protection Program and the Kitselas First Nation co-developed a consultation protocol in April 2024 to outline the process for activities requiring authorization under relevant acts.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The two-year IRA FR establishes a collaborative framework for the management and planning of the Five Nations' fisheries resources within a community-based economic fishery. Treaties with fisheries chapters were initialed with K'omoks and Kitselas and Kitsumkalum First Nations that also include collaborative arrangements on fisheries. To date, seven Rights Reconciliation Agreements have been signed with 15 of the 35 First Nations in New Brunswick, Prince Edward Island and Quebec, which establish joint collaborative fisheries management committees that provide advice to the Minister on various fisheries issues.

Indigenous partner perspectives on implementation

Same perspectives as for SP36.

Milestones

#	Milestone	Status	Timeline
1	Draft discussion paper of possible priorities that could be co-developed with Indigenous partners. [DFO]	Execution phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 38

Capacity funding for fisheries, oceans and marine-related services and decision-making

Lead department(s)	Fisheries and Oceans Canada	Related articles	NA
		Related APMs	SP42

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

DFO's suite of Indigenous Collaborative Programs continues to work closely with Indigenous partners to advance a responsive, long-term approach to the co-design, co-development, and co-delivery of flexible capacity-building programs and services. These initiatives assist Indigenous communities and organizations in developing technical, scientific, and operational expertise for managing and conserving fisheries, aquatic resources, and ecosystems. In 2024-2025, the programs provided over \$60 million in contributions to support the monitoring and stewardship objectives of more than 200 Indigenous participants, which included hiring, training, and equipping 184 full-time and part-time Indigenous Resource Management Officer Technicians across 85 communities. Additionally, the programs have strengthened the roles of their joint Indigenous-DFO Management and Steering Committees, as well as the Indigenous-led Capacity Development Team.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Guided by the Collaborative Programs Management Committee (CPMC) and National AAROM Steering Committee, and supported by the Capacity Development Team (CDT), DFO engages Indigenous program participants continuously at the national, regional and area level through executive committees, technical working groups, and direct work-planning and information sharing. However, limited funding and travel constraints have impacted working relationships with Indigenous communities, challenging DFO's ability to explore complex issues and co-develop effective solutions. Engaging in person with key partners is essential when advancing a truly collaborative governance and financial framework and, cannot be achieved through ad hoc or virtual engagements alone.

Indigenous partner perspectives on implementation

Some Indigenous partners are working with DFO to implement recommendations for sustainable funding to enhance First Nations' participation in ocean management. Despite ongoing collaborations and advocacy for dedicated funding, some partners noted that there remains a lack of clarity regarding available resources for Action Plan measure implementation, and systemic barriers continue to impede progress, particularly in the fishing industry. There is a call for clear, long-term investments and removal of systemic barriers to ensure Indigenous stewardship is central to decision-making.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 39

Support for fisheries Guardians

Lead department(s)	Fisheries and Oceans Canada	Related articles	NA
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

DFO has been collaborating with multiple working groups to establish key components of the Fisheries Guardians program, including defining roles and responsibilities, creating equipment lists, and designing uniforms. Additionally, DFO is working to procure a training curriculum for new Aboriginal Fisheries Guardians (AFG) through a collaborative process that involves Guardians, Indigenous Knowledge holders, and departmental representatives to ensure the curriculum meets the needs of both the department and the various communities with Guardian programs across the country. The initial focus will be on developing the training for newly onboarded Guardians. Furthermore, DFO is taking steps to develop the program into a stand-alone Fisheries Guardians initiative, reducing its reliance on the Aboriginal Fisheries Strategy.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

DFO continues to engage with communities across Canada by responding to requests for presentations and meeting with groups to discuss potential programs. Staff traveled to Haida Gwaii and Esgenoôpetitj to learn about their respective AFG programs, gaining insights into their successes and challenges. This engagement allowed Indigenous voices to inform the development of policies and decisions related to the renewed AFG program. DFO also collaborates with various Aboriginal Fishery Guardians and stakeholders on working groups focused on different aspects of this renewal, ensuring that all members contribute equally to the final outcomes, regardless of their affiliation with DFO or Guardian partners.

Indigenous partner perspectives on implementation

Some Indigenous partners have noted that they have asked for fully equipped, paid and empowered fishery officers for nearly a decade, with no progress being made.

Milestones

#	Milestone	Status	Timeline
1	The curriculum developer, in collaboration with program officials, Indigenous groups, and Indigenous subject matter experts, finalizes initial assessment of training material, new training program development, and standardization. [DFO]	Planning phase	Medium-term
2	Operational policies are collaboratively reviewed and updated with Indigenous groups, including collaborative management, strengthening relationship building strategies, and integrating Indigenous Knowledge and practices. [DFO]	Planning phase	Medium-term
3	Uniform and identification policies and procedures are reviewed and updated, ensuring the enhancement of professionalism, safety and security, promoting national consistency, and the reinforcement of cultural sensitivities. [DFO]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 40

Incorporation of Indigenous knowledge related to fisheries

Lead department(s)	Fisheries and Oceans Canada	Related articles	28, 29, 32
		Related APMs	SP30, SP37, SP38, SP39, SP41, SP42

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

DFO has been working to incorporate Indigenous knowledge into its programs and decision-making processes, coordinating internally to align with the implementation. The department has engaged with Indigenous organizations to collaboratively build foundations for the co-development of policy and guidance materials supporting departmental respect for Indigenous Data Sovereignty and the safeguarding of Indigenous knowledge. During the reporting period, DFO established a \$5 million Indigenous Fishery Monitoring Fund to support Indigenous groups in sharing best practices and fishery monitoring data to enhance sustainable fisheries management. Additionally, DFO launched the Bridging Indigenous and Science-Based Knowledge (BIAS-K) web portal, an online platform which showcases over 250 projects and case studies that include multiple ways of knowing and was developed in partnership with Indigenous peoples and federal colleagues.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Key activities have included planning meetings and co-designing workshops focused on Indigenous Data Sovereignty and integrating Indigenous knowledge, along with executing these workshops and discussing next steps. Indigenous partners have played an active role in identifying priorities and guiding the development of departmental policies. However, achieving a distinctions-based approach has been challenging due to outreach primarily targeting First Nations organizations, which limited diversity in representation. Moving forward, there will be a stronger emphasis on distinctions-based outreach. The past year's collaborative efforts have underscored the importance of co-designing engagement strategies with partners from the beginning to effectively communicate goals and intentions.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that their rights and jurisdiction continue to face challenges, and added that while the UN Declaration Act could help address these issues, progress relies on Canada's willingness to cooperate. Although some funding has been used to acquire a vessel for food fishing, nearly two years into the Action Plan, there has been little progress from their perspective on fishery-related measures.

Milestones

#	Milestone	Status	Timeline
1	Engage with Indigenous Organizations, Governments, and Partners to ensure meaningful inclusion of Indigenous worldviews, principles and protocols related to Indigenous Knowledge and Indigenous Data Sovereignty are incorporated into APM implementation. [DFO]	Implementation ongoing	Long-term
2	Co-delivery of workshops and development of workshop reports on Indigenous Data Sovereignty and its application to the safeguarding and respectful use of Indigenous Knowledge. [DFO]	Complete	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 41

Pacific Salmon Strategy Initiative

Lead department(s)	Fisheries and Oceans Canada	Related articles	3, 25, 29, 32
		Related APMs	SP36, SP37, SP38, MT13

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The implementation of the Action Plan measure in 2024-2025 centered on engaging with First Nations and advancing collaborative salmon actions, processes, and policy modernization efforts supported under the Pacific Salmon Strategy Initiative (PSSI). To date, DFO has engaged with over ten First Nations organizations associated with 125 individual First Nations to seek perspectives on the implementation of SP41. Collaborative actions included new and ongoing partnerships for salmon enhancement, advancing Indigenous Salmon Harvest Transformation Projects, and collaborative planning and responses to extreme climate events affecting Pacific salmon. DFO also continued to advance implementation of ten key Collaborative Salmon Processes with First Nations, notably signing the new First Nation-BC-DFO Trilateral Salmon Accord on June 21, 2024. Additionally, collaborative salmon policy modernization focused on reviewing and co-developing modernized salmon allocation policies for BC and the Yukon.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Close to 190 First Nations rely on wild Pacific salmon for sustenance and have deep socio-cultural and spiritual ties to the species, the PSSI involves a high degree of consultation and cooperation through a series of collaborative salmon actions, processes, and policy modernization efforts that DFO is advancing in partnership with First Nations. Concurrently, DFO is engaging with First Nations on SP41 implementation by seeking First Nations' views on examples of current collaborative PSSI activities to ensure the Department is on the right path to implement this action plan measure.

Indigenous partner perspectives on implementation

There have been regular meetings with DFO officials to stay informed about progress on the PSSI. However, some Indigenous partners have expressed frustration over the lack of transparency in the decision-making process regarding projects, funding agreements, and the timing of funding disbursements. Concerns have been raised that most PSSI funding has been allocated for staff retention and operations, with only a small percentage directed to First Nations for partnerships or project-led activities. Successful implementation of the PSSI is defined by the long-term restoration of wild salmon stocks, increased capacity for First Nations involvement in salmon management, and equitable funding distribution consistent with SP38. Given the ongoing crisis of many Pacific

salmon stocks, there is a pressing need for the renewal of the PSSI and a review of its effectiveness, alongside the development of an Atlantic salmon strategy to address similar challenges in those stocks.

Milestones

#	Milestone	Status	Timeline
1	DFO will continue to work collaboratively with First Nations to implement the PSSI while concurrently seeking First Nations' views to ensure these collaborative activities put the Department on the right path to implement this Action Plan Measure (APM). [DFO]	Implementation ongoing	Long-term
2	Continued implementation of the current collaborative salmon actions under PSSI with First Nations. E.g. Partnerships in Salmon Enhancement, Supporting Indigenous Salmon Stewardship, and Indigenous Harvest Transformation Projects. [DFO]	Implementation ongoing	Medium-term
3	Continued implementation of ten Collaborative Salmon Processes and Collaborative Salmon Policy Modernization with First Nations under PSSI. [DFO]	Implementation ongoing	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 42

Marine Indigenous Protected and Conserved Areas

Lead department(s)	Fisheries and Oceans Canada	Related articles	20, 25, 29, 32
		Related APMs	SP36, SP37, SP38, SP39, SP40

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

DFO has collaborated with the Water Sector and Marine Indigenous Protected and Conserved Areas (IPCA) Sub-Working Group to identify opportunities and challenges in policy work by reviewing the Assembly of First Nations' 2023 Recommendation Report on marine IPCAs. In June 2024, 17 Pacific North Coast First Nations, Canada, and British Columbia signed the Great Bear Sea Project Finance for Permanence (PFP) Agreement to advance Indigenous-led conservation including collaborative governance agreements to advance federal and provincial protected and conserved areas and IPCAs in British Columbia's Northern Shelf Bioregion. Additionally, Canada, the Qikiqtani Inuit Association (QIA), the Pew Charitable Trusts, and the Aajuraq Conservation Fund Society signed the SINAA PFP Agreement in February 2025.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Targeted engagements have included collaboration with the Assembly of First Nations (AFN) and Inuit Tapiriit Kanatami (ITK), workshops in Quebec focused on marine spatial planning and IPCA awareness, and discussions with the Passamaquoddy First Nation in the Maritimes to advance IPCAs around Passamaquoddy Bay. In British Columbia, discussions have centered on implementing the Great Bear Sea PFP Agreement with First Nations and British Columbia while in Nunavut negotiations on the SINAA PFP Agreement with the Qikiqtani Inuit Association and The Pew Charitable Trust have concluded. A joint announcement for the designation of the Tang.gwan — ḥačxwíqak — Tsigis marine protected area in June 2024 required more time to ensure meaningful collaboration and clearer communication on this shared initiative. This announcement was supported by a Memorandum of Understanding signed in 2023 by the Council of the Haida Nation, the Nuuchahnulth Tribal Council, Quatsino First Nation, Pacheedaht First Nation, and Canada outlining how the parties will collaboratively manage the Tang.gwan — ḥačxwíqak — Tsigis MPA.

Indigenous partner perspectives on implementation

Some partners noted that two years ago, a request was made to designate a contentious lobster fishing area as an Indigenous Marine Protected Area, but no response was received, and the area was allocated to non-Indigenous fishers. Since then, a report with recommendations for advancing Marine IPCAs was developed by the AFN, DFO and AFN are now actively engaged to review these recommendations and to support further collaboration. There is also advocacy for this Action Plan measure at the First Nations Nature Table, emphasizing the need for

consultations, dedicated funding, and collaboration to address challenges in marine conservation. Funding programs support capacity-building and ensure that Indigenous rights and perspectives are integrated into ocean policy and decision-making.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 43

Addressing systemic racism in enforcement of fisheries laws and regulations

Lead department(s)	Fisheries and Oceans Canada	Related articles	NA
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

DFO acknowledges the vital role that robust cultural awareness training and cultural exchange play in combating systemic racism in fisheries management. Indigenous cultural awareness training begins during the Fishery Officer Initial Training program, which includes three days of mandatory training on Indigenous perspectives, and Elders are regularly involved in the graduation ceremonies for new Fishery Officers. Additionally, the Indigenous Fishery Officer Network (IFON) was established to connect Indigenous officers nationwide, focusing on improving mental health awareness, retention, and recruitment, with the second annual meeting held in October 2024 and a third planned for 2025. To further support these initiatives, a short-term assignment was created for Indigenous employees to expand their work experience and collaborate on national Indigenous programs.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Indigenous cultural awareness training begins at the “cadet” stage of the Fishery Officer Initial Training (FOIT) program, which includes three days of mandatory training on Indigenous perspectives. Visits with Indigenous communities have now taken place in collaboration with Abegweit First Nation as well as Lennox Island First Nation, and continue to be included in ongoing training plans for incoming fishery officer cadets. Elders are now regularly included in the graduation ceremonies for new Fishery Officers. Additionally, Indigenous businesses have provided both on-site and virtual experiences, such as blanket exercises and workshops on dreamcatchers and medicine bags. Consultation with Elders and Indigenous Knowledge holders is integral to addressing specific topics and developing relevant policies and programs.

Indigenous partner perspectives on implementation

Regular meetings with DFO officials have provided updates on this Action Plan measure, but there is no clear metric for assessing progress, with training and recruitment as the main indicators of success. Successful implementation should reduce conflicts between Conservation and Protection officers and First Nation citizens, as well as fines and equipment seizures, while fostering partnerships for catch monitoring. Some partners believe that reform of the *Fisheries Act* is needed to recognize First Nations' governance and management roles, including agreements for enforcement and monitoring. Although there is a Fisheries Rights Reconciliation Agreement in place that recognizes Indigenous laws, pushback from the non-Indigenous fishing industry continues to hinder the success of the UN Declaration Act implementation process. This situation is exacerbated by systemic racist

policies and legislation, highlighting the urgent need for a comprehensive campaign to educate about Indigenous rights and sovereignty, particularly within the fishing industry.

Milestones

#	Milestone	Status	Timeline
1	Host third annual event in support of the Indigenous Fishery Officer Network. [DFO]	Implementation ongoing	Long-term
2	Short-term work assignment created at NCR for current Indigenous employee to broaden work experience and to collaborate on Indigenous programs with a National scope. [DFO]	Implementation ongoing	Long-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 44

National aquaculture legislation

Lead department(s)	Fisheries and Oceans Canada	Related articles	NA
		Related APMs	NA

Status	Planning
Tracking	NA
Requires legislation	Yes
Requires regulation	Yes

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In 2019, the Prime Minister directed the Minister of Fisheries, Oceans, and the Canadian Coast Guard to begin work on introducing Canada's first-ever Aquaculture Act, a commitment reiterated in the Minister's 2021 mandate letter. Departmental resources have focused on developing a plan to transition away from open net-pen salmon aquaculture in British Columbia, with the outcomes of this plan informing the proposed federal Aquaculture Act. Given that the proposed federal Aquaculture Act is intended to establish a national, comprehensive framework for aquaculture operations, its development and implementation remains dependent on the outcome of the transition plan in B.C.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

Departmental resources have been focused on the development of a plan to transition from open net-pen salmon aquaculture in British Columbia, the outcomes of which will help to inform the development of the proposed federal Aquaculture Act.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that the proposed Aquaculture Act appears to be stalled, and DFO has not addressed requests for accommodations related to the cumulative impacts of open-pen Atlantic Salmon aquaculture.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 45

Aligning DND and CAF programs with the UN Declaration

Lead department(s)	Department of National Defence	Related articles	30
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The Government of Canada has prioritized proactive and ongoing relationship-building with Indigenous partners and National and Regional Indigenous Organizations through effective communication, information-sharing, engagement, consultation, and collaboration. This includes engaging Northern Indigenous partners for the co-development of a Northern Engagement and Consultation Framework on a distinctions- and regional-based approach to align Defence cooperation with Inuit, First Nations and Métis partners with the objectives of the UN Declaration. Engagement and consultation in support of organizing and delivering the Operation NANOOK in the North is another example of Defence cooperation with rights-holders, including exchange of knowledge that facilitates understanding of land-based practices, land management, and addressing concerns. Additionally, Indigenous approaches are being integrated into restorative engagement practices related to the CAF-DND Sexual Misconduct Class Action Settlement, further emphasizing the commitment to collaboration and respect for Indigenous knowledge and rights.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

See above for work related to consultation and cooperation.

Indigenous partner perspectives on implementation

A virtual "open house" series was delivered to share information with Yukon First Nations about key aspects of Canada's defence and security architecture, aiming to support their self-determined positioning on related policy issues. Also, the first-ever Yukon First Nations Defence and Security Industries Conference took place in April 2025 with support from the Indigenous Reconciliation Program, bringing together Yukon First Nations leaders, Defence participants, industry representatives, and federal officials. Multiple funding proposals have been submitted to DND and other departments to expand these initiatives and support ongoing Indigenous-led defence engagement, particularly in the North. The efforts have been bolstered by additional support from the Mobilizing Insights in National Defence program to facilitate strategic education and relationship-building activities.

Milestones

#	Milestone	Status	Timeline
1	Milestones and key performance indicators to be co-developed with Indigenous partners in fiscal year 2025-2026. [DND]	NA	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 46

Indigenous Climate Leadership Agenda

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada, Environment and Climate Change Canada	Related articles	18, 20, 23, 29
		Related APMs	MT1

Status	Implementation ongoing
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (2)
Developed with partners	Yes (1)
Can be disaggregated	Yes (2)

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

This year marked the conclusion of the co-development process for the Indigenous Climate Leadership (ICL) Agenda, resulting in the submission of a series of region-specific climate recommendations from First Nations, Inuit, and Métis governments and organizations. CIRNAC and ECCC provided funding to support regional partners to lead self-determined engagement processes with communities, rights-holders, and political leaders, and to participate in national dialogues on Indigenous climate leadership. The departments convened national meetings with First Nations, Modern Treaty and Self-Governing First Nations, Inuit, and Métis partners, including National Technical meetings with First Nations and Leaders' Meetings with Ministers and Indigenous leadership on a distinction-basis. Internally, CIRNAC and ECCC convened regular meetings with senior officials across the Government of Canada to advance Indigenous recommendations, provide opportunities for Indigenous partners to present to these fora, and prepare the federal government for systemic change.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Through the Indigenous Climate Leadership (ICL) Agenda, First Nations, Inuit, and Métis partners led over 100 engagement sessions with their communities. Where invited, CIRNAC and ECCC participated in many of these meetings at the request of partners. Federal officials convened bilateral, national, technical, and Leaders' Meetings to address and identify national, regional, and local shared priorities and differences. The co-development process was driven by Indigenous partners and resulted in a series of region-specific climate recommendations.

Indigenous partner perspectives on implementation

Some Indigenous partners have actively engaged in the co-development of Canada's First Nations Climate Leadership Agenda, participating in steering committees, bilateral discussions, and technical sessions. Partners received capacity funding to support their climate initiatives and submitted recommendations for streamlined federal funding and governance structures. While efforts have focused on enhancing climate resilience and sustainability, ongoing uncertainty regarding federal commitments and program delays poses significant risks to the continuation of Indigenous-led climate initiatives. Successful implementation will require long-term, flexible funding to advance these priorities in a self-determined manner.

Milestones

#	Milestone	Status	Timeline
1	With support from the ICL Agenda, First Nations, Inuit, and Métis partners submitted distinctions-based, region-specific climate recommendations that detail how the federal government should support their self-determined climate action. [CIRNAC, ECCC]	Complete	Short-Term
2	CIRNAC and ISC began working with other departments to deliver streamlined climate funding to Indigenous peoples, consistent with ICL recommendations, including in the delivery of the Indigenous Stream of the Canada Greener Homes Affordability Program (CGHAP). [CIRNAC, ECCC]	Execution phase	Medium-term
3	Funding from the ICL Agenda established and supported Indigenous-led governance and capacity on climate at the regional level in First Nations, Inuit, and Métis governments and organizations. [CIRNAC, ISC, ECCC]	On hold	Long-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 47

Indigenous leadership in conservation

Lead department(s)	Environment and Climate Change Canada	Related articles	3, 29, 32
		Related APMs	SP67

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	Maybe

Funding	Fully funded
Indicators	Yes (6)
Developed with partners	Yes (4)
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Progress has been made by ECCC in various initiatives aimed at supporting Indigenous-led conservation and governance. For instance, a contribution agreement was signed in July 2024 between ECCC and the First Nations National Guardians Network, which enabled the Network to administer funding that resulted in 80 First Nations Guardians initiatives being funded until March 2026. Additionally, the Indigenous Partnerships Initiative invested \$13.6 million in 32 projects, benefiting 146 unique species at risk. Furthermore, negotiations for four Protected Areas Framework Agreements advanced, with Indigenous-led governance structures established and final agreements approved for the Great Bear Sea, Northwest Territories, and Sinaa. Overall, these efforts reflect a commitment to enhancing Indigenous participation in conservation and environmental stewardship.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In collaboration with Indigenous partners, ECCC enhanced conservation initiatives and funding mechanisms. Indigenous partners reviewed program evaluations that informed discussions on securing long-term funding for the Indigenous Guardians program beyond 2026. Distinctions-based priorities were the focus of bilateral meetings, including Indigenous Nature Tables that provide a space to discuss shared nature priorities, including but not limited to Indigenous leadership in conservation. The Indigenous-Led Areas-Based Conservation Working Group also addressed conservation challenges through a distinctions approach, supporting Indigenous-led efforts. ECCC involved Indigenous partners in designing the Indigenous Partnerships Initiative to ensure it reflected their priorities, demonstrating a commitment to co-designing programs that respect Indigenous perspectives. ECCC co-developed the distinctions-based Indigenous Nature Tables with First Nations, Métis and Inuit partners.

Indigenous partner perspectives on implementation

A Contribution Agreement was signed to support an Indigenous Protected and Conserved Areas initiative, and participation in a guidance committee for the Canada-Manitoba Nature Agreement has helped identify Indigenous priorities. Funding through the Indigenous-led Area-Based Conservation program will protect up to 350,000 hectares in the Kettle Hills, Manitoba, enabling long-term, flexible funding and technical support from the Government of Canada. Additionally, there is a focus on continued support for Indigenous leadership in conservation through various initiatives, including Indigenous Guardians and the Indigenous Partnerships

Initiative. These measures aim to strengthen Indigenous peoples’ participation in decision-making by co-developing consultation arrangements that align with self-determination objectives and establishing a permanent Indigenous advisory committee to guide federal consultation approaches. Overall, these efforts reflect a commitment to enhancing Indigenous involvement in conservation and governance, however some partners noted challenges in securing funding to fulfill their own mandate.

Milestones

#	Milestone	Status	Timeline
1	Examine options to establish Métis and Inuit Guardians Networks or alternative governance structures ensuring that distinctions-based approaches respect and recognize the unique perspectives, needs and interests of each Indigenous Partner. [ECCC]	Initiation phase	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 48

Indigenous science in ECCC scientific inquiry

Lead department(s)	Environment and Climate Change Canada	Related articles	NA
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (3)
Developed with partners	Yes (2)
Can be disaggregated	Yes (1)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The Indigenous Science Division (ISD) was established in 2022 within ECCC as an Indigenous-led team aimed at advancing reconciliation in the department's science and research activities. By integrating Indigenous science and leadership across the entire spectrum of scientific practice, the ISD supports Canada's commitments to renewing nation-to-nation relationships and reconciliation with Indigenous peoples. This approach involves co-determining science priorities, generating hypotheses, developing and implementing policies, and mobilizing and communicating data and knowledge, as outlined in the ECCC Science Strategy for 2024 to 2029. In 2024-2025, efforts to build capacity and initiatives to apply an Indigenous lens to ECCC's science, policy, and program activities are ongoing.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

The mandate of the ISD is collaborative but not directly tied to consultation and cooperation processes regarding initiatives that affect the rights of Indigenous peoples. The ISD's Aki Navigators lead Indigenous community engagement and provide technical guidance to project personnel. Based on shared priorities identified by Indigenous scientists, Knowledge Holders, Elders, and communities, the Weaving section of ISD co-develops research activities. In alignment with its priorities, ISD aims to engage with, build, and maintain long-term partnerships with Indigenous communities, supporting the development of Indigenous-led projects that are meaningful to the community and align with the mandate of ECCC. Although ISD has not conducted formal consultations, it has carried out numerous engagement activities consistent with its mandate.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that they participated in the steering committee, bilateral discussions, and attended in-person technical sessions along with a Leaders' Meeting in June 2024. Partners believe that the successful implementation of this agenda should adopt a holistic, community-led approach that enhances climate resilience, fosters sustainability, and supports the long-term health and well-being of communities and traditional lands. By integrating cultural values, environmental stewardship, and collaborative action, this aims to ensure a thriving, sustainable future, strengthening connection to the land and empowering future generations to lead in climate resilience.

Milestones

#	Milestone	Status	Timeline
1	The Voices of Indigenous Science (IS) Series aims to elevate Indigenous scientists to speak on IS. The sessions inspire attendees to learn why IS is important while challenging preconceived notions and make space for new ways of knowing. [ECCC]	Execution phase	Long-term
2	The Baapaagimaak (Black Ash) project investigates the impacts of the invasive Emerald Ash Borer (EAB) beetle by learning and implementing Indigenous science methodologies. This project will be prioritizing relationship building and community involvement. [ECCC]	Implementation ongoing	Medium-term
3	ISD is co-developing an Indigenous Stewardship Research Program in collaboration with the STB's Wildlife & Landscape Science Directorate, the Williams Lake First Nation, the T̓silhqot'in National Government and the the University of Northern BC. [ECCC]	Implementation ongoing	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 49

Canada Water Agency and the *Canada Water Act*

Lead department(s)*	Canada Water Agency	Related articles	29
*Modified following release of the Action Plan		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	Yes (1)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The CWA was initially established as a branch of ECCC in June 2023. On October 15, 2024, the *Canada Water Agency Act* came into force, officially creating the standalone agency and completing this component of the Action Plan measure. Since 2020, First Nations, Inuit, and Métis partners have been engaged in discussions about the CWA's creation, and fiscal year 2024-2025 included meetings to ensure their input was reflected in the legislation, mandate, and priorities of the agency. For the review of the *Canada Water Act*, the focus has been on pre-engagement with Indigenous partners to determine their preferred methods of involvement in the review process.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

This fiscal year, the CWA focused on pre-engagement with Indigenous partners to gather input on their preferred methods for reviewing the *Canada Water Act*. The CWA hosted eight group information sessions to discuss engagement strategies, followed by over 30 individual meetings to address funding support and develop contribution agreements for pre-engagement, which became a priority for the remainder of the year. Additionally, the CWA launched the Indigenous Grassroots Water Circle Pilot, a virtual platform for Indigenous grassroots voices, which included 24 participants from various Indigenous distinctions in the initial meeting and 14 returning for a follow-up session to review the input provided. The feedback from these pre-engagement activities will inform the development of detailed engagement plans, ensuring that future consultations reflect the needs and preferences of Indigenous partners. The Indigenous Grassroots Water Circle pilot highlighted lessons learned and the CWA has initiated internal work to simplify administrative processes, reduce technological barriers, address geographical constraints, provide have been noted, better support Elders, and make documents accessible in Indigenous languages.

Indigenous partner perspectives on implementation

Agreements were established with the CWA to share priorities and expectations regarding the *Canada Water Act* review through an engagement plan. Additionally, a red line review of the draft *Canada Water Act* Discussion Paper was conducted. Funding was received from ECCC to host a one-day pre-engagement meeting focused on the *Canada Water Act* review. Some Indigenous partners emphasized that a review of the *Canada Water Act* must directly involve First Nations with lived stewardship of inland water systems. Communities depend on these

waters for food, ceremony, and identity. Engagement must go beyond a technical review to include First Nations-led freshwater governance frameworks rooted in Treaty rights, water law, and long-term sustainability.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 50

Federal Sustainable Development Strategy

Lead department(s)	Environment and Climate Change Canada	Related articles	29
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	Yes
Requires regulation	Yes

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The Sustainable Development Advisory Council (SDAC), established under the *Federal Sustainable Development Act*, reviews and comments on draft versions of the Federal Sustainable Development Strategy (FSDS) and advises the Minister of Environment and Climate Change on sustainability-related matters. The Council includes six Indigenous representatives, including members from National Indigenous Organizations (NIOs). The SDAC met in February and October 2024. The Sustainable Development Office at ECCC held optional meetings in June and July 2024, and distributed a survey to gather feedback on the 2026-2029 FSDS structure. A Notice of Opportunity for ministerial appointments was issued on October 21, 2024, targeting Indigenous organizations and individuals to fill 17 Council seats, including five reserved for Indigenous representatives. Research on the strategic priorities of NIOs regarding sustainable development has guided the FSDS drafting.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Sustainable Development Office at ECCC proposed organizing a roundtable discussion with NIOs to discuss the 2026-2029 FSDS, but this plan did not materialize. The SDAC, which includes six Indigenous representatives, reviews draft versions of the FSDS and advises the Minister on sustainability matters. The SDAC met in February and October 2024, and a survey was conducted in July 2024 to gather feedback on the FSDS structure. Indigenous partners have played a crucial role in informing the priorities for the FSDS and ensuring that Indigenous considerations are included in its drafting. However, one ongoing challenge in engagement activities has been the difficulty in maintaining consistent communication with NIOs due to capacity constraints, which has prompted efforts to explore ways to leverage other relevant federal engagements and NIOs reports to reduce the consultation burden.

Indigenous partner perspectives on implementation

Some Indigenous partners emphasized supporting equitable growth in well-being while respecting the connection of off-reserve Indigenous communities to their land and culture. They highlighted the importance of assessing the social impact of marine conservation efforts on these off-reserve communities in the Maritimes and ensuring their voices are included in discussions about environmental and habitat impacts.

Milestones

#	Milestone	Status	Timeline
1	Meeting of the ECCC Minister's Sustainable Development Advisory Council to discuss the draft 2026-2029 Federal Sustainable Development Strategy. [ECCC]	Initiation phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 51

Impact assessments and alignment with UN Declaration

Lead department(s)	Impact Assessment Agency of Canada	Related articles	NA
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	Yes

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The *Impact Assessment Act* (IAA) was amended in June 2024 to align with the Supreme Court of Canada's decision regarding its constitutionality, specifically by anchoring decision-making in areas of clear federal jurisdiction. The IAA maintains explicit commitments to implement the UN Declaration, protect Indigenous rights, and incorporate Indigenous Knowledge. IAAC is dedicated to implementing the IAA in a manner that aligns with the objectives and spirit of the UN Declaration, emphasizing the importance of seeking free, prior, and informed consent while maximizing Indigenous collaboration and partnership. Additionally, IAAC has advanced work on a regulatory and policy framework to facilitate agreements under specific provisions of the IAA, publishing a discussion paper co-developed with a Circle of Experts and initiating a 90-day national engagement period.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

At the end of the 2024-2025 fiscal year, there were 36 designated project assessments underway as well as 2 regional assessments co-led by IAAC and First Nations partners. Over 300 Indigenous communities had been consulted. The IAAC is building relationships with Indigenous Nations during the pre-planning phase and has engaged in national discussions on regulatory initiatives, including Indigenous Co-Administration Agreements and the Project List. The agency emphasizes a collaborative model for consulting Indigenous peoples to secure free, prior, and informed consent, but concerns about consultation fatigue and insufficient timelines for meaningful engagement have been raised. Indigenous partners' input has been crucial in shaping regulatory frameworks, including the Order Designating Certain Excluded Classes of Projects.

Indigenous partner perspectives on implementation

Engagement activities included the Physical Activities Regulations and Indigenous co-administration of federal impact assessments and aimed to gather recommendations for options related to the Project List and facilitate co-administration agreements. However, some Indigenous partners noted the Government of Canada has not adopted a regulatory framework to enable these agreements, and the Action Plan measure is viewed as inadequate in meeting Indigenous expectations for implementing the UN Declaration. Key recommendations include ensuring federal assessments for projects impacting Indigenous rights, amending the *Impact Assessment Act* to align with UN standards, and providing adequate funding for Indigenous participation. Although a discussion paper to support development of co-administration agreements was published in 2024, some partners

feel progress has stalled, underscoring the need for better communication and consultation to ensure meaningful Indigenous involvement in decision-making.

Milestones

#	Milestone	Status	Timeline
1	The Agency published a discussion paper and undertook national engagement to advance regulations to enable Indigenous Impact Assessment Co-Administration Agreements under paragraph 114(1)(d) and (e) of the IAA. [IAAC]	Implementation ongoing	Medium-term
2	Publication of the Terms of Reference for the Ring of Fire regional assessment, to be co-led by 15 First Nation Partners and IAAC, together forming the Regional Assessment Working Group. [IAAC]	Execution phase	Long-term
3	The conclusion of negotiations related to impact assessment at 4 treaty tables under the BC Treaty Process, representing 8 Indigenous groups: K'ómoks, Kitselas, Kitsumkalum, Te'mexw Treaty Association (Beecher Bay, Malahat, Snaw-Naw-As, Songhees, T'Sou-ke) which marks the first treaties finalized under the BC tripartite process in over a decade. [IAAC]	Complete	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 52

Indigenous border mobility

Lead department(s)	Canadian Border Services Agency, Immigration, Refugees and Citizenship Canada	Related articles	36
		Related APMs	NA

Status	Underway
Tracking	Behind
Requires legislation	Yes
Requires regulation	Yes

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

To alleviate immediate mobility challenges while seeking the long-term legislative solutions necessary to implement this Action Plan Measure, in 2024 IRCC launched a series of Temporary Measures to facilitate family reunification for Indigenous people separated by Canada's international borders, including those belonging to federally recognized tribes in the U.S. and the Manitoba Métis Federation. Incorporating feedback from Indigenous partners resulted in a wider definition of anchor family members and a streamlined application process for the Temporary Measures.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Over the course of 2024-2025, IRCC and the CBSA continued to engage in discussions about complex border crossing and migration challenges with 17 Indigenous partners. The insights gained from these discussions will be incorporated into policy options, with additional discussions contemplated for next fiscal year.

Information on federal commitments was shared through existing forums, including the Jay Treaty Border Alliance–Collaboration Initiative (JTBA-CI), a joint process with First Nations partners to address mobility issues related to the Canada-U.S. border. Related discussions also took place with the Inuit-Crown Partnership Committee, Haudenosaunee External Relations Committee (HERC) Working Group, Assembly of First Nations, Manitoba Métis Federation, and Métis National Council.

Indigenous partner perspectives on implementation

Yukon First Nations have long stressed the importance of addressing border mobility issues, particularly for Nations whose territories extend into Alaska. They emphasize the need for a clear and respectful approach grounded in their rights, whether affirmed through Modern Treaties or exercised through inherent self-determination outside this framework. Some Indigenous partners noted that the implementation phase has not adequately reflected Yukon's unique realities. The Whitehorse engagement session was held in mid-January, when many First Nation governments were reopening after their holiday breaks, limiting access. Despite having the highest number of Modern Treaty nations in any province or territory, the dedicated Modern Treaty session was held in Vancouver, reinforcing the perception that the region's context is not taken seriously. Post-engagement

feedback highlighted the absence of references to the Umbrella Final Agreement (UFA) in the engagement report and emphasized Canada's legal obligations under Chapter 16 of the UFA regarding cross-border rights and mobility. Overall, the lack of region-specific engagement and the one-size-fits-all approach contradicted the spirit of both the UFA and the UN Declaration, perpetuating patterns of exclusion that the UN Declaration Act aims to address.

Milestones

#	Milestone	Status	Timeline
1	On October 10, 2024, IRCC launched Temporary Measures to help Indigenous people in the U.S. reunite with their families in Canada making it easier to work, study or extend their stay in Canada for up to three years. [IRCC]	Implementation ongoing	NA
2	Drafting legislation. [IRCC]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: CBSA

Annex B: Shared Priority 53

Discussions related to R. v. Desautel decision

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	26, 33, 36
		Related APMs	MT16

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Over the past year, Canada has been working on an approach to address the Supreme Court of Canada's decision in R. v. Desautel in a way that respects Canada's commitment to reconciliation with Indigenous peoples and the direction the Court provided.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In 2024-2025 CIRNAC held initial discussions with key Canadian based Indigenous groups to discuss Canada's approach to implement the Desautel decision. Ongoing discussions with Indigenous partners will continue to take into consideration the perspectives of these partners to inform future approaches.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that this Action Plan measure proposes "exploratory discussions" with section 35 rights-bearing peoples about the impacts of colonialism on the Canada-United States border. Some noted frustrations trying to meet with Canada on this Action Plan measure and a lack of funding to support the work. Nearly four years after the Supreme Court decision, there is skepticism about the effectiveness of these discussions, as Canada may not have meaningful mandates. Additionally, legal action was taken against Canada in Federal Court when DFO allocated a lobster fishing area to non-Indigenous fishermen without prioritizing Indigenous commercial fishers.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 54

First Nations and Inuit Policing Program (FNIPP)

Lead department(s)	Public Safety Canada	Related articles	17, 33, 35, 36
		Related APMs	NA

Status	Implementation ongoing
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

PS has undertaken targeted program modernization efforts to update the First Nations Policing Policy as well as amend the Terms and Conditions of the FNIPP to respond to key irritants and offer greater flexibility. In addition, work began to develop a Community Tripartite Agreement (CTA) resource guide that will facilitate the process of establishing a national approach for agreement implementation. Ongoing efforts continue with the First Nations and Inuit Communities to develop and share tools.

In 2024-2025, the FNIPP funded the following:

- 36 self-administered police services agreements
- 147 community tripartite agreements
- 4 quadripartite agreements, including the Ontario First Nations Policing Agreement (OFNPA)
- 10 Community Safety Officer Agreements
- 68 agreements for one-time funding purposes such as Community Consultative Groups, feasibility studies, and acquisition of minor and major capital assets

Overall, the FNIPP policing agreements serve over 425 First Nations and Inuit communities and provide funding for over 1,800 police officers.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Consultation with Indigenous partners, along with federal, provincial, and territorial partners, resulted in the conclusion of approximately 100 contribution agreements and amended contribution agreements. Over the course of 2024-2025, other engagement, including negotiations, with First Nations and Inuit communities, and Indigenous organizations across Canada supported discussions toward renewal of existing Community Tripartite Agreements, current and future policing needs, associated funding, and discussions about feasibility studies and/or associated process to join the FNIPP or to transition from one policing model to another.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 55

Community Safety Officer Programming

Lead department(s)	Public Safety Canada	Related articles	17, 33, 35, 36
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

PS is working to regularize Community Safety Officers from a pilot project to a regular part of the First Nations and Inuit Policing Program via a new stream as part of the updates to the program's terms and conditions. PS aims to implement the new CSO stream in 2025-2026.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Key consultation and cooperation activities involved ongoing discussions between Indigenous partners and federal, provincial, and territorial governments concerning the renewal of policing services contribution agreements. This collaboration will continue to drive the development of tools and information-sharing mechanisms that support informed decision-making. Additionally, as the Community Safety Officer program remains in the pilot phase, reporting and feedback from partners will be crucial in shaping the future direction of these organizations. PS will continue to engage with First Nations, Inuit partners provinces, and territories to better understand their impacts.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that the Action Plan measure does not adequately address Indigenous needs, as communities are seeking recognition for their established safety initiatives rather than new pilot programs. The Government of Canada suggested exploring a trilateral table with Indigenous partners and provincial/territorial governments to address public safety concerns, which Indigenous partners welcomed. Some partners also noted that successful implementation of this Action Plan measure requires a rights-based approach that supports Indigenous-led community safety services, including sustained funding for CSO programs and tailored legislative solutions.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 56

National Strategy to Combat Human Trafficking

Lead department(s)	Public Safety Canada	Related articles	17, 33, 35, 36
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	Yes (1)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

In 2024-2025, the Government of Canada continued to advance the National Strategy to Combat Human Trafficking (National Strategy) which coordinates federal efforts through a victim-centered, survivor-informed, and gender responsive lens. PS invested in trauma-informed, community-based projects to prevent trafficking and support victims, survivors and those at increased risk. PS also delivered a national public awareness campaign and supported efforts such as the release of police-reported and court-related data on human trafficking. The Government of Canada continued to fund The Canadian Human Trafficking Hotline, a confidential, multilingual, 24/7 service connecting victims and survivors to support services, law enforcement, and emergency services. In January 2025, the Government of Canada appointed a Chief Advisor on Human Trafficking to engage with Indigenous partners and stakeholders, and to support the implementation of the National Inquiry into MMIWG’s Calls for Justice related to human trafficking. Finally, PS held targeted engagement sessions with domestic and international partners, including Indigenous organizations, to identify gaps and guide the National Strategy’s renewal.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Government of Canada has conducted a series of targeted engagement sessions with domestic and international partners to inform the renewal of the National Strategy. These sessions included victims and survivors, Indigenous groups, law enforcement, provinces and territories, and private sector and civil society partners involved in anti-human trafficking efforts. PS and select federal partners gathered input through in-person and virtual consultations, as well as a survey questionnaire. Over 200 groups and/or organizations participated in these engagements or submitted feedback. Fourteen bilateral sessions were held specifically with Indigenous organizations, in collaboration with CIRNAC’s MMIWG Secretariat. These engagements helped identify key gaps, challenges, and priorities, ensuring that the renewed National Strategy is victim-centered, trauma-informed, culturally appropriate and responsive to the needs of those experiencing increased risk. Finally, PS is developing creative campaign concepts to ensure marketing and advertising efforts are culturally appropriate and responsive to specific needs of Indigenous communities. This work builds on previous engagement efforts and reflects the ongoing commitment to inclusive, trauma-informed public awareness.

Indigenous partner perspectives on implementation

PS engaged with Indigenous organizations in the renewal of [Canada's National Strategy to Combat Human Trafficking](#). One organization delivers the largest Indigenous anti-human trafficking program in Canada, with its advocacy work continually informed by survivors and their healing needs. There is anticipation for the release of the renewed National Strategy and associated investments to advance this Action Plan measure, which calls for funding culturally relevant community-based projects and support for the Canadian Centre to End Human Trafficking, which recently received \$12.5 million through 2028. Investment in urban Indigenous women-led services for survivors is essential to ensure that Indigenous women, who are disproportionately targeted by traffickers, can access the necessary supports to exit trafficking and begin their healing journey.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 57

Northern and Indigenous Crime Prevention Fund

Lead department(s)	Public Safety Canada	Related articles	17, 33, 35, 36
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Since 2021, a total of 13 projects have been funded under the Northern and Indigenous Crime Prevention Fund (NICPF), amounting to over \$33 million. On November 1, 2024, PS announced a call for applications for three programs under the National Crime Prevention Strategy, including the NICPF, with the application period closing on December 20, 2024. The target populations for this year's call included Indigenous youth, racialized youth, youth at risk of committing violence, and youth with repeat contacts with the criminal justice system. There were 12 NICPF projects actively underway in 2024-2025.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In the process of monitoring contribution agreements and developing new projects, PS engages in regular dialogue with Indigenous partners who are funded or seeking funding under the NICPF.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 58

Aboriginal Community Safety Planning Initiative

Lead department(s)	Public Safety Canada	Related articles	17, 33, 35, 36
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (1)
Developed with partners	No
Can be disaggregated	Yes (1)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The Aboriginal Community Safety Planning Initiative (ACSPI) was established in 2010 as part of the Government of Canada's Concrete Action on Missing and Murdered Aboriginal Women and was renewed in January 2015 through the Action Plan to Address Family Violence and Violent Crimes Against Aboriginal Women and Girls. It received further renewal in December 2020 following the Final Report of the National Inquiry on Missing and Murdered Indigenous Women and Girls, and was expanded in December 2021 to include funding for Indigenous policing and community safety. Since its inception, 85 Community Safety Plans (CSP) have been completed with Indigenous communities, including 12 CSPs completed in 2024-2025.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The ACSPI engages with Indigenous communities and partners to deliver the Community Safety Planning (CSP) process. Communities self identify community safety priorities and develop an integrated, comprehensive response to take action and improve community safety and well-being.

We work towards ensuring that participants successfully complete CSPs, that partners are aware and engaged, and communities with completed CSPs are supported to develop feasible project proposals. The intended outcomes are to support collaboration in the implementation of project proposals through coordination with the Northern Indigenous Crime Prevention Fund (NICPF) and other partners.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that the Thunder Bay Urban Indigenous Community Safety Plan is being advanced in collaboration with Indigenous organizations and the Thunder Bay Police Service, aligning with this Action Plan measure of the Aboriginal Community Safety Planning Initiative, which emphasizes support for Indigenous-led efforts and community-based safety solutions. This measure specifically addresses violence against Indigenous women and girls. While there is local leadership in this initiative, some partners are concerned that the project has only received in-kind funding and lacks long-term, sustainable funding necessary for the comprehensive development and implementation of the community safety plan.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 59

RCMP National Office of Investigative Standards and Practices

Lead department(s)	Royal Canadian Mounted Police	Related articles	6, 7, 9
		Related APMs	NA

Status	Complete
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

In 2018, the National Office of Investigative Standards and Practices (NOISP) was created to provide expertise and oversight on major case investigations. It directly supports the investigation of unsolved and current homicide investigations involving Missing and Murdered Indigenous Women and Girls. NOISP funds Corporal-level positions in Saskatchewan and Alberta whose purpose is to advance MMIWG investigations. NOISP is dedicated to promote investigative quality across the organization, which has an impact on, and is of benefit to, all RCMP. Although, NOISP is a National initiative intended to support investigative quality, including investigation of MMIWG cases, all RCMP Divisions have Major Crime Units who dedicate significant time and effort to investigating and supporting the successful prosecution of these cases. Offices of Investigative Standards and Practices and/or other review processes ensure appropriate investigative standards are applied to each case.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

NOISP was established in 2018. This past year, consultations were not required.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 60

Indigenous overrepresentation in correctional facilities

Lead department(s)	Correctional Services Canada	Related articles	3, 4, 7, 11, 12, 13, 19, 20, 22, 23, 25, 34, 40
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Fully funded
Indicators	Yes (12)
Developed with partners	No
Can be disaggregated	Yes (8)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Elder services were improved through better procurement processes and funding allocation, while the Community Reintegration Fund invested \$3.5 million in partnerships with Indigenous communities to aid rehabilitation. Employment programs were expanded to include Indigenous Entrepreneurship Training and transitional employment opportunities. The Foundations of Indigenous Corrections training was reviewed to ensure continued alignment with Indigenous values. Efforts continue to be made to strengthen Section 81 partnerships for Indigenous-led correctional services. The Restorative Opportunities Program facilitated communication between victims and offenders. Lastly, the Anijaarniq Holistic Inuit Strategy was revitalized, establishing a working group to address the needs of Inuit offenders through collaborative efforts with Inuit organizations.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Various collaborative efforts with Indigenous communities have been made throughout the fiscal year. Meetings were held by the National Indigenous Advisory Committee and the National Elders Working Group, which focused on improving Elder services and integrating cultural interventions into case management. Ongoing discussions with Indigenous communities also aimed to enhance rehabilitation and reintegration services, leading to stronger partnerships. The development of training for staff was based on recommendations from Indigenous partners and the operational interactions within existing partnerships. Additionally, the Anijaarniq Strategy Working Group also developed a work plan addressing recruitment and support for repatriation efforts.

Indigenous partner perspectives on implementation

Some Indigenous partners noted a growing concern regarding the number of Indigenous women in federal corrections and the urgent need for reforms within the justice system. Organizations focused on Indigenous women's issues play a crucial role in addressing the specific needs of incarcerated individuals by providing culture-based reintegration and healing supports. While the release of the Indigenous Justice Strategy is a positive development, there is a pressing need for cross-sectoral engagement and co-development to effectively tackle the over-representation of Indigenous women in corrections.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 61

Indigenous Community Corrections Initiative and reintegration

Lead department(s)	Public Safety Canada	Related articles	17, 33, 35, 36
		Related APMs	SP63

Status	Planning
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	Yes (3)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The [Indigenous Community Corrections Initiative](#) (ICCI) has been renewed and expanded to broaden the reach and scope of the program to create more tailored opportunities for 2SLGBTQIA+ people and women. Between March 21 and June 12, 2023, the ICCI launched a National Call for Applications, for which the department received 119 applications. Applicants were notified of their assessment results and eligibility for project development in October 2024. Project development with successful applicants is currently ongoing, with implementation of ICCI-funded projects slated to begin in 2025-2026.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

As a result of unanticipated challenges, the Public Safety Canada was unable to put Contribution Agreements in place when originally anticipated. The ICCI has not yet consulted and cooperated with Indigenous partners as successful ICCI applicants are currently in the project development stages, working with ICCI Program Officers to finalize their project work plans and budgets. The implementation of ICCI-funded projects, Indigenous partnership engagement, and consultation and cooperation is will begin in 2025-2026.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 62

Parole and conditional release

Lead department(s)	Parole Board of Canada	Related articles	6, 7, 9, 36
		Related APMs	SP60, SP61

Status	Complete
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The PBC has been offering Culturally Responsive Hearings for Indigenous peoples, and non-Indigenous people committed to an Indigenous way of life, for over 30 years. PBC provides Indigenous Cultural Responsiveness Training to its Board members, and sessions on culturally responsive decision-making are included regularly as part of the annual training for Board members. Mandatory training on Indigenous cultural competency and cultural bias is provided to all PBC staff through its Learning Roadmaps in response to the Calls to Action from the Truth and Reconciliation Commission. PBC's Decision-Making Policy Manual for Board Members requires Board members to consider any systemic and background factors that may have contributed to an individual's involvement in the criminal justice system. Board members are required by policy to consider culturally appropriate community alternatives in decision-making for Indigenous peoples.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The PBC engages regularly with the Chairperson's Indigenous Circle, which offers information, insight, and strategic advice to enhance the Board's efficiency and effectiveness in addressing the needs of Indigenous offenders, victims, and communities. Comprising several Indigenous community leaders in an advisory role, the Circle serves as a vital forum for collaboration and learning with government and community partners, contributing valuable perspectives on Indigenous-related policy development and operations.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 63

Indigenous emergency management working group

Lead department(s)	Public Safety Canada	Related articles	3, 18, 19, 23
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	Yes (2)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Launched in February 2024, the Federal, Provincial, Territorial, Indigenous (FPTI) working group has convened six times and has fostered strong engagement among federal, provincial, territorial, and Indigenous partners, facilitating open dialogue among all participants. A terms of reference has been collaboratively developed with Indigenous partners to establish a foundational framework for the group's operations. Additionally, priorities have been identified with input from all partners, which will inform the creation of a workplan to guide future activities.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The core purpose of the Action Plan measure is to engage with the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council to identify Indigenous emergency management priorities that enhance emergency preparedness, prevention, response, and recovery, achieved through the Working Group. This group provides a platform for NIOs to voice their priorities and supports the development of long-term solutions. Preliminary engagement has established a foundation for co-development, including the creation of terms of reference. Throughout 2024, the Working Group facilitated discussions to establish priorities, with PS ensuring Indigenous partners were involved in planning and decision-making. Input was gathered through surveys and discussions, leading to a validated priorities list. However, a significant challenge remains the lack of capacity funding for NIOs and Indigenous communities off-reserve, as there is currently no funding to support the implementation of Working Group projects or ongoing participation, highlighting the need for a sustainable funding source to address existing gaps in Indigenous emergency management funding.

Indigenous partner perspectives on implementation

Over the past year, Indigenous groups have actively engaged in discussions to advocate for equitable emergency management funding. Despite their efforts, progress has been slow, with delayed responses and occasional lack of communication from the federal government. These challenges have impeded the advancement of this Action Plan measure, yet the ongoing engagement demonstrates a commitment to pursuing necessary changes in emergency management funding. For the successful implementation of the Action Plan measure, meaningful dialogue and collaboration are essential to develop a policy that ensures fair funding for emergency management. This process should create a framework that allows all Indigenous groups to contribute, ensuring resources are allocated equitably to support preparedness, response, and recovery efforts across diverse communities.

Prioritizing transparency, inclusivity, and mutual accountability is crucial to ensure that emergency management initiatives are adequately funded and accessible to all.

Milestones

#	Milestone	Status	Timeline
1	Working Group members will co-develop a Work Plan that will guide projects throughout 2025 and beyond. Completion and success of these projects will form one of the primary indicators for the initiative. [PS]	Initiation phase	Medium-term

Other departments and agencies that contributed to this APM: ISC, CIRNAC

Annex B: Shared Priority 64

National security information-sharing

Lead department(s)	Canadian Security Intelligence Service	Related articles	6, 7, 9, 17, 33, 35, 36
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CSIS has been actively working to strengthen relationships with First Nations partners through email outreach, participation in events, and regional visits. Although these relationships are not as well-established as those with other groups, positive progress has been made through collaboration with the Assembly of First Nations (AFN) and bilateral activities with First Nations partners in Ontario, Yukon, and the Northwest Territories. Additionally, when Bill C-70 was introduced in May 2024, a technical briefing was provided to First Nations partners, including the AFN and the Southern Chiefs Organization, to ensure they were informed about the legislation.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In November 2024, CSIS attended the ISC Ontario Joint Gathering to engage with Ontario First Nations representatives, discussing high-level threat information and proposing bilateral follow-ups. In January 2025, training on open source intelligence (OSINT) was provided to eight of the nine Indigenous Police Chiefs of Ontario. An introductory meeting with the Assembly of First Nations (AFN) in February 2025 focused on informing them about CSIS and exploring collaboration opportunities. CSIS also traveled to the Northwest Territories for engagements with First Nations organizations and governments, presenting a threat overview and identifying follow-up actions. In March 2025, a presentation was made to Yukon First Nations on CSIS's mandate and commitments under the UN Declaration Act. Challenges included limited partner capacity, varying interest in engaging with CSIS, and constraints on the CSIS team's ability to conduct in-person engagements.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	CSIS participation at the Yukon First Nations Defence and Security Industry Conference, including sitting on a panel and engaging with delegates to share information and build relationships with interested partners (April 2025). [CSIS]	Planning phase	Short-term
2	The Five Eyes Indigenous Network is currently chaired by CSIS and will be gathering for an in-person conference at CSIS, where United Chiefs and Councils of Manitoulin Anishnaabe Police Service will present on their capacity building work. [CSIS]	Planning phase	Short-term
3	Bringing First Nations youth to CSIS NHQ in July 2025 for a tour and programming, in collaboration with Indigenous Police Chiefs of Ontario and the Ontario Provincial Police. [CSIS]	Planning phase	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 65

Firearms legislation and section 35 Aboriginal rights

Lead department(s)	Public Safety Canada	Related articles	17, 33, 35, 36
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	Yes

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

This APM encompasses firearms policy measures and the Assault-Style Firearms Compensation Program (ASFCP) and is an ongoing initiative. For the firearms policy measures, PS conducted outreach to over 50 Indigenous organizations, including the Assembly of First Nations and Modern Treaty and Self-Government Agreement Holders, engaging with those that responded to inform the implementation of new firearms measures in former Bill C-21 and associated regulatory development. Between September 2024 and March 2025, multiple information sessions were held to discuss topics such as red flag and yellow flag laws and enhanced license revocations and ineligibility and to solicit their feedback. Meanwhile, the ASFCP is prioritizing engagement with NIOs to assess the potential unintended impacts on traditional hunting rights, with preparatory work underway before the program opens to individuals.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Between September 2024 and March 2025, PS engaged with a number of Indigenous organizations to share information and raise awareness about new firearms measures in former Bill C-21, including those requiring regulations (for example, “yellow flag” laws, enhanced license revocation and ineligibility). In February 2025, several organizations participated in a virtual webinar on “red flag” laws, and in March 2025, organizations were invited to a technical briefing on the coming into force of the yellow flag laws and enhanced licence revocation and ineligibility. By the end of March 2025, over 50 organizations were invited to provide feedback on proposed regulations pre-published in CG1 intended to support the implementation of the enhanced licence revocation and ineligibility measures. Overall, considerations identified in the engagement activities informed regulatory development; however, limitations such as timelines and the inability for PS to provide funding for participant engagement and Indigenous partner priorities may have hindered uptake in participation.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 66

Participation in decision-making, including articles 18 and 19

Lead department(s)	Various	Related articles	5, 13, 15, 18, 19, 34
		Related APMs	SP32, SP35, SP40, SP67

Status	Underway
Tracking	Behind
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

In addition to efforts described below under Shared Priority measures 67-68, the CRA is implementing the [CRA Indigenous Strategy 2024-2027](#), which includes an initiative to establish systematic engagement with Indigenous partners on areas of common interest. The CRA invited diverse groups, including Indigenous organizations, to participate in Community Volunteer Income Tax Program (CVITP) sessions held in Yellowknife and Whitehorse in March 2024, and continued across Canada until October 2024. As of March 2025, the CRA is focused on communicating what was heard and the actions taken from these consultations.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The CRA presented to the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council the Linkage Rate Project results, published in March 2025, which looked at Indigenous people participation in the tax and benefits system. At the same time as an internal governance model was being created to establish a systematic engagement approach, CRA met with Indigenous organizations to better understand how to support them in the CVITP program. With the completion of the engagement sessions, CRA is in the process of following up with participating Indigenous organizations and their volunteers on what we heard and the actions we are taking as a result of these engagements. Now that the formal governance model has been established, CRA will utilize this process for future engagements.

Indigenous partner perspectives on implementation

Some Indigenous partners have advocated for the greater inclusion of Indigenous women’s voices in decision-making related to legislation, policy, and program initiatives, emphasizing the importance of aligning with the UN Declaration. They assert that Indigenous women possess the knowledge and solutions necessary to ensure safety and uphold inherent rights. In addition, some partners noted that the Action Plan measures must account for where Indigenous women reside and how they decide to enact their inherent Indigenous rights. There is a strong call for consultation, cooperation, and co-development frameworks that recognize a Nation-to-Nation and distinction-based approach to effectively address the needs and priorities of Indigenous communities.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: JUS, CRA, TC

Annex B: Shared Priority 67

Co-development and self-determination

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada, Various	Related articles	2, 5, 18, 19, 21, 23, 34
		Related APMs	SP32, SP35, SP40, SP47, SP66, SP68, SP74, ME10, IN4, IN9

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	Yes (4)
Developed with partners	Yes (1)
Can be disaggregated	Yes (3)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Work to date has focused on advancing concrete measures co-developed under the Permanent Bilateral Mechanisms (PBMs) process such as the Inuit Nunangat Policy (INP) and distinctions-based co-development principles. Several initiatives undertaken in 2024-2025 enhance Indigenous engagement across multiple sectors. There is an increased importance of developing Indigenous-led solutions and advancing partnerships to address issues affecting Indigenous communities. Efforts have been made to ensure Indigenous voices are integral to the decision-making processes to align government policies with Indigenous rights. Economic development initiatives aim to empower Indigenous communities and promote sustainable growth. Progress has been made in fostering Indigenous partnerships and initiatives through community-driven approaches and collaboration.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In addition to efforts to advance measures co-developed under the PBMs, including the INP and distinction-based co-development principles, there have been many engagements with Indigenous groups to establish the co-developed distinctions-based Indigenous Nature Tables. The tables provide a space for discussions on shared nature priorities. There have also been collaborative engagements to develop the FPTI [Tuberculosis Elimination Strategy](#). There have been challenges, such as funding and varying capacities among Indigenous partners. Departments and agencies implementing this measure emphasize the importance of co-development principles and regular consultations to ensure that Indigenous perspectives are integrated into federal initiatives.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Community-led engagement by ITK and AFN, along with summary reports to inform the development of the FPTI TB Elimination Strategy will be completed. [PHAC]	Execution phase	Short-term
2	The AHSUNC Results Framework, which includes Indigenous-led performance metrics co-developed with Indigenous partners, will be completed and is expected to be implemented in the years to follow. [PHAC]	Execution phase	Short-term
3	Finalization of the Canada-AFN Co-Development Principles. [CIRNAC]	Implementation ongoing	Medium-term
4	Review the Canada-Métis Co-development Principles to reflect its application to the appropriate Métis partners. [CIRNAC]	Initiation phase	Medium-term
5	Funds fully granted for three years. [CED]	Execution phase	Long-term

Other departments and agencies that contributed to this APM: CanNor, ECCC, PHAC, TC, CED, ACOA

Annex B: Shared Priority 68

Participation in decision-making related to consultation and accommodation

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	5, 15, 18, 19, 34
		Related APMs	SP22, SP30, SP32, SP34, SP35, SP40, SP66, SP67, ME3

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC has made progress in advancing Indigenous consultation and accommodation initiatives. For instance, since the creation of the Federal Initiative on Consultation which supports Indigenous groups to enhance their capacity to participate in consultation activities, CIRNAC has successfully co-developed 13 consultation protocols and established five resource centres. CIRNAC worked closely with 35 Indigenous communities to co-develop and validate profiles within the Aboriginal and Treaty Rights Information System (ATRIS), ensuring that the system accurately reflects the communities' consultation needs and governance structures. These initiatives collectively aimed to strengthen relationships and improve federal engagement with Indigenous peoples.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CIRNAC has engaged in collaborative efforts to co-develop and implement consultation protocols and resource centre's with Indigenous partners. This work involved extensive discussions to ensure consensus among all parties. The Consultation and Accommodation Unit (CAU) also worked on improving data accuracy and system refinements while responding to community requests for consultation-relevant information. Despite facing challenges such as limited funding and varying community capacities, the CAU remained committed to fostering relationships and supporting Indigenous self-determination through flexible and community-driven engagement.

Indigenous partner perspectives on implementation

Some Indigenous partners are optimistic about their funding to participate in the Indigenous-Crown Steering Committee for renewing consultation and accommodation guidelines. They stress that the duty to consult should include broader discussions on economic development and resource revenue sharing, not just Aboriginal and treaty rights. Through CIRNAC's engagement sessions, they advocated for a Distinctions-based and Nation-to-Nation approach that recognizes Indigenous women's rights to safety and submitted feedback for new guidelines prioritizing these rights and discussions on gender-based violence.

Milestones

#	Milestone	Status	Timeline
1	Finalization of the consultation protocol with Regroupement Petapan (expected by end of March 2025). [CIRNAC]	Complete	NA

Other departments and agencies that contributed to this APM: TC

Annex B: Shared Priority 69

Relationship agreements with Indigenous Women’s Organizations

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	5, 18, 19, 34
		Related APMs	SP32, SP66, SP70

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

During this reporting cycle, CIRNAC funded the Native Women's Association of Canada, Les Femmes Michif Otipemisiwak, and Pauktuutit Inuit Women of Canada to support their relationship agreements. This funding helped set internal priorities for a new Strategic Plan and supported a two-year Inuit women's leadership project to strengthen capacity to engage with Inuit women across Inuit Nunangat. CIRNAC also worked with Native Women's Association of Canada to enhance the capacity of grassroots affiliates to participate in discussions informed by Indigenous women and 2SLGBTQI+ individuals. Additionally, Les Femmes Michif Otipemisiwak improved its engagement with Parliamentary committees to provide input to the federal government through the Declaration's implementation.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

There was a significant amount of work completed within Indigenous partner organizations, leading to capacity building, priority setting, and the development of research and policy positions. CIRNAC maintained regular engagement with these organizations through meetings to discuss priorities and facilitate interactions with federal officials on various issues. However, capacity remained a challenge as the organizations faced pressure from multiple departments addressing a wide range of issues, often with limited funding available for national Indigenous women's organizations due to distinctions-based funding allocations. While the federal government has its own mandate priorities, there is a need to explore the diverse priorities and interests of Indigenous partners to foster more effective collaboration.

Indigenous partner perspectives on implementation

Some Indigenous partners are advocating to establish a relationship agreement that would promote the equality of Indigenous women’s rights. Indigenous women organizations represent a significant population of Indigenous women in Canada. This agreement is seen as a crucial step toward ensuring that the rights and needs of Indigenous women are recognized and addressed effectively.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 70

Indigenous women’s and 2SLGBTQI+ grassroots organizations

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	5, 18, 22, 24
		Related APMs	SP69

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

In 2024-2025, over \$7.3 million in funding supported 33 projects for Indigenous women’s and 2S+ organizations across Canada. Notable projects included the Community Voices Summit by the Native Women’s Association of the NWT, which united partners to address key issues in Indigenous communities, resulting in a collaboration platform and actionable report. Pauktuutit Inuit Women of Canada’s Leadership Development Project enhanced Board members’ leadership skills, empowering them to advocate for Inuit women and promote grassroots leadership. Esquao facilitated a meeting with 15 representatives from nine federal departments to share outcomes from the February 2024 Indigenous Women’s Gathering. Additionally, Amautiit conducted food security research in four Nunavut communities, planning policy recommendations for programs like Nutrition North, while the 2 Spirits in Motion Society hosted a national engagement to develop a strategic plan for 2SLGBTQI+ individuals across Canada.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

Discussions are planned for 2025-2026.

Indigenous partner perspectives on implementation

Funding has been received for a project under the Supporting Indigenous Women’s and 2SLGBTQI+ Organizations Program from CIRNAC, which focuses on developing training modules for grassroots Indigenous women’s organizations. The project aims to enhance capacity in community-based participatory action research, with a specific emphasis on data governance and data sovereignty. This initiative seeks to empower Indigenous women in the development of federal policies, programs, and legislation. The goal is to build research capacity among Indigenous women, enabling them to pursue funding opportunities, improve proposal writing, and conduct research projects that center Indigenous knowledge and methodologies, ultimately contributing to the empowerment, healing, and well-being of themselves, their families, communities, and Nations.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 71

Strengthening Indigenous engagement across public health and health care systems

Lead department(s)	Indigenous Services Canada, Health Canada, Public Health Agency of Canada	Related articles	2, 18, 21, 23, 24
		Related APMs	SP7, SP8, IN13, IN14, ME11

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Over the past year, ISC collaborated closely with First Nations, Inuit, and Métis communities to implement programs that support Indigenous-led health services, ensuring funding was distributed effectively. In addition, HC enhanced its engagement with Indigenous organizations through bilateral meetings and increased efforts to develop lasting relationships with Indigenous partners. Bilateral engagements focused on discussing and finding opportunities to advance shared priorities, and updating guidance materials to improve engagement efforts. Lastly, PHAC strengthened partnerships through the use of intergovernmental mechanisms, notably by engaging with FPTI partners at the Nunavut Partnership Table on Health to collaborate towards improving health outcomes of Inuit. In addition, the terms of reference for the Council of Chief Medical Officers of Health were updated to include distinctions-based representation from Indigenous partners.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

ISC officials held discussions with national and regional Indigenous partners regarding the design and implementation of the [Indigenous Health Equity Fund](#), focusing on funding distribution influenced by regional Indigenous leadership. Also, HC strengthened relationships with existing Indigenous partners and developed new partnerships through ongoing bilateral engagement, which informed initiative development and aligned departmental efforts with Indigenous health priorities. Additionally, PHAC engaged Indigenous experts to identify mental health promotion approaches that include Indigenous frameworks and ensure the five key FPT health data commitments were culturally appropriate. Indigenous representatives contributed to the development of learning opportunities aimed at addressing racism in public health policies and a collaborative strategy aimed at tuberculosis elimination efforts, although challenges such as insufficient funding and resource constraints limited their full participation.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Final report on collaborative mental health promotion opportunities that incorporate Indigenous frameworks and approaches, both within individual regions and across multiple jurisdictions (for example, national, provincial, and territorial). [PHAC]	Implementation ongoing	Short-term
2	Implementation of the Public Health Network (PHN) Unlearning Club, where public health leaders engage in monthly anti-Indigenous racism training. [PHAC]	Execution phase	Long-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 72

International issues and United Nations system

Lead department(s)	Global Affairs Canada	Related articles	NA
		Related APMs	SP109, IN10

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

From mid-2024 through December 2024, consultations were conducted with the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council to develop a questionnaire for a mapping exercise involving 26 structured interviews and focus groups with approximately 80 participants from six government branches and 16 federal departments. This effort aimed to gather input on consultation protocols, cooperative mechanisms, and challenges in engaging Indigenous rights-holders on international matters. The project team analyzed these insights to identify best practices, resource gaps, and policy needs, with findings to be shared in follow-up sessions for co-developing policy guidelines. However, insufficient resources, including staff capacity and funding for travel, hindered meaningful engagement, while limited expertise in distinctions-based co-development complicated coordination. Additionally, the lack of a centralized directory of Indigenous organizations led to reliance on broad national bodies. Finally, it should be noted that work on this Action Plan measure is being carried out in tandem with Inuit Priority 10, as both relate to advancing cooperation with Indigenous rights-holders on international issues and the United Nations system.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

See above.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Finalize and distribute mapping exercise summary report on the federal government's Indigenous Engagement in international activities. [GAC]	Planning phase	Medium-term
2	Establish Interdepartmental Working Group on Shared Priority 72 and Inuit Priority 10. [GAC]	Planning phase	Medium-term
3	Engage NIOs on co-development process. [GAC]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 73

UN Declaration Act engagement principles in policy and program documents

Lead department(s)	Canadian Heritage	Related articles	5, 18, 19, 34
		Related APMs	NA

Status	Planning
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

In 2024-2025, PCH launched the Reconciliation Action Plan, a framework for PCH over three fiscal years (2024-2025 to 2026-2027). Pillar One: Relationship Building focuses on goal to define Guiding Principles for Engagement. The Reconciliation Action Plan will guide sustained, strategic, and meaningful actions on the part of the department, in alignment with the principles of the UN Declaration and other priorities as identified by Indigenous peoples.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

This Action Plan measure does not require consultation and cooperation: the UN Declaration Act engagement principles were developed with Indigenous partners.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	The development of Guidance on UN Declaration Act engagement principles. [PCH]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 74

Advancing economic reconciliation

Lead department(s)	Indigenous Services Canada, Various	Related articles	3, 5, 13, 15, 18, 20, 21, 23
		Related APMs	SP33, SP77, SP90, SP95, SP102

Status	Underway
Tracking	NA
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	Yes (4)
Developed with partners	Yes (1)
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Various government departments have been engaged in initiatives aimed at enhancing Indigenous economic development. For example, ISC conducted various engagement sessions focused on developing economic reconciliation policies in collaboration with Indigenous partners. This process emphasized co-development, respecting the self-determination of Indigenous peoples, and resulted in 16 proposals from First Nations and Métis policy leads, with Inuit policy leads planning to submit proposals in the future. Through these engagements, Indigenous policy leads identified key economic priorities, which were summarized into actionable strategies and recommendations for future initiatives.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Various government departments have engaged on a number of initiatives to support Indigenous economic development. For example, ISC provided partners with contribution agreements that included funding for Indigenous-led engagement activities. Budget 2023 provided \$5 million to ISC to support the co-development of an Economic Reconciliation Framework. The department contributed an additional \$2 million in internal resources to support the process. A short and intensive co-development period took place with Indigenous policy leads. Partners developed their own engagement plans to gather insights from rights-holders regarding economic challenges and priorities, which informed the creation of distinct strategies and policy proposals aimed at fostering economic reconciliation. ISC also conducted separate engagement streams with rights-holders, ensuring a broader understanding of the needs of Modern Treaty and Self-Governing Agreement Nations. This approach emphasized the importance of self-determination and the need for ongoing dialogue to address the diverse interests within Indigenous communities.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: ACOA, CRA, PacifiCan

Annex B: Shared Priority 75

Poverty Reduction Strategy

Lead department(s)	Employment and Social Development Canada	Related articles	21, 23, 39, 43
		Related APMs	ME12

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The Assembly of First Nations (AFN) finalized its report in collaboration with the Institute of Fiscal Studies and Democracy, which was discussed during a leadership meeting with ESDC this fall. The report presents 39 poverty and well-being indicators developed through engagement with First Nations, reflecting their perspectives, and was endorsed during a dialogue session at the AFN's Chiefs Special Assembly in December. Meanwhile, Inuit Tapiriit Kanatami partnered with Impact Economics and Two Worlds Consulting Ltd. to research the cost of living and poverty reduction in Inuit Nunangat, contributing to the development of their Inuit Nunangat Poverty Reduction Strategy, which will include an implementation plan and Inuit-specific indicators to monitor progress. For Métis-specific initiatives, additional information is available under Métis Priority 12.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Over the past year, ESDC has conducted regular working-level meetings with Inuit Tapiriit Kanatami and the AFN approximately every six to eight weeks to review progress and address challenges in co-developing Indigenous indicators of poverty and well-being. A leadership meeting was also held with AFN leaders, involving Executive Director and Director General level officials from ESDC. Indigenous partners have played a key role in shaping workplans, agendas, and the frequency of check-in meetings. ESDC recognizes that each co-development process is unique and tailored to the specific needs of Indigenous partners, and as the implementation of the Action Plan Measure advances, the Department remains committed to respecting the distinct experiences of poverty and well-being within their communities.

Indigenous partner perspectives on implementation

Some Indigenous partners noted they have worked with ESDC to co-develop First Nations-specific indicators of poverty with. The indicators were published following validation by First Nations-in-Assembly via Resolution 91/2024, First Nations indicators of Poverty and Wellness. Additionally, mandates also provided strategic direction as it pertains to using the indicators in the future to ensure measures of poverty are culturally relevant, qualitative and encompass a First Nations-specific data narrative. Conversations are on-going with ESDC to continue advocating for funding, renewed partnership and continuation of the work on First Nations poverty through implementation and/or piloting of the First Nations-specific poverty indicators to develop an evidence-

based analysis to inform the development and implementation of a culturally appropriate poverty reduction strategy.

Milestones

#	Milestone	Status	Timeline
1	With the Inuit Tapiriit Kanatami (ITK): Co-developed Inuit indicators of poverty and well-being. [ESDC]	Execution phase	Medium-term
2	With the Assembly of First Nations (AFN): Co-developed First Nations indicators of poverty and well-being. [ESDC]	Complete	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 76

Increased access to federal benefits and programs

Lead department(s)	Employment and Social Development Canada	Related articles	24
		Related APMs	SP67, SP75, SP85, SP93, FN12

Status	Underway
Tracking	NA
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Service Canada’s Community Outreach and Liaison Services (COLS) actively engages with First Nations, Inuit, and Métis communities to identify community needs and increase access to benefits and services. The relationships built through the COLS network help inform improvements to service delivery, including the modernization of services and benefits. Additionally, the work of COLS is supported by ongoing community services provided through the Indigenous Skills and Employment Training (ISET) Program Service Delivery Network.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The COLS actively engages with First Nations, Inuit, and Métis communities to identify their needs through in-person visits and virtual activities aimed at strengthening relationships and improving access to programs and benefits. COLS collaborates with community organizations and various levels of government to deliver bundled services and reaches Indigenous individuals in urban areas by connecting with supporting community organizations. Additional supports from COLS include the Outreach Support Centre and the Service Referral Initiative with community organizations. As of February 14, 2025, COLS teams had reached 675 Indigenous communities to assess needs and deliver outreach activities, while the Outreach Support Centre had responded to calls from 366 Indigenous communities. The relationships established through the COLS network help inform service delivery improvements, including modernization initiatives, and are complemented by ongoing community supports provided through the ISET Service Delivery Network.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that preliminary conversations have been had with the CRA to advance work related to taxation, however the work has been unable to advance due to lack of funding on behalf of the federal government to move the work forward.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 77

Increasing Indigenous women’s entrepreneurship

Lead department(s)	Indigenous Services Canada, Various	Related articles	3, 20, 21, 22, 23
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (1)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

ACOA, playing a supporting role with regards to this Action Plan measure, is implementing the Indigenous Business Development components of the Regional Economic Growth Through Innovation (REGI) program to help Indigenous-owned and led businesses access resources. Additionally, the National Aboriginal Capital Corporations Association (NACCA) received \$22 million in Budget 2021 to expand its Indigenous Women’s Entrepreneurship (IWE) initiative, which launched on March 8, 2022. Since its launch, the program has assisted 280 individuals receive mentorship, delivered over 195 workshops to more than 2,900 participants, and provided advisory services to 2,300 Indigenous women. The program as delivered 330 microloans valued at \$6.3 million. The initiative was renewed for five years in Budget 2024 as part of the broader Aboriginal Entrepreneurship Program.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Government of Canada has committed to building meaningful relationships with Indigenous partners. For example, ACOA supports the building of relationships in Atlantic Canada by leveraging its regional presence and established network. This proactive engagement promotes programs tailored to Indigenous communities, including the Indigenous Business Development component of the REGI program, which provides non-repayable loans to support Indigenous-controlled or band-led businesses facing financing challenges. ACOA collaborates with Indigenous individuals and communities to develop economic projects and has consulted with the National Aboriginal Capital Corporations Association (NACCA) on the Indigenous Women’s Entrepreneurship (IWE) program, ensuring that funding aligns with the needs of Indigenous women entrepreneurs.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that increasing Indigenous women’s entrepreneurship opportunities must also include Indigenous women with disabilities. In addition, implementation should be rooted in authentic collaboration with Indigenous peoples, with particular attention to regional voices whose worldviews and relationships with land and water are central to governance.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: ACOA

Annex B: Shared Priority 78

Participation in gaming industry

Lead department(s)	Justice Canada	Related articles	3, 4, 5, 21
		Related APMs	NA

Status	Planning
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In 2021, the Minister of Justice initiated an engagement process to explore the participation of Indigenous peoples in the gaming industry, aiming to understand the perspectives of Indigenous communities as well as provincial and territorial partners. This engagement occurred prior to the development of the UN Declaration Act Action Plan and highlighted the significance of the issue for Indigenous peoples, leading to the creation of this Action Plan measure to enhance consultation and cooperation with Indigenous communities and promote dialogue with provincial and territorial partners. JUS officials continue to engage with interested leaders and organizations, including recent discussions with the Assembly of Manitoba Chiefs.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: No

JUS has engaged with representatives from the Assembly of Manitoba Chiefs in response to their inquiries on developments related to this Action Plan measure and acknowledges that it has not been in a position to advance work on this measure.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that direction was received to partner with JUS to change the Criminal Code provisions regarding gaming. While there has been communication with JUS, some partners noted frustration with the lack of the necessary mandates to implement this initiative effectively. The UN Declaration Act Action Plan outlines that the Government of Canada will advance discussions on the participation of Indigenous peoples in the gaming industry and its regulation in collaboration with Indigenous, provincial, and territorial partners. Despite multiple attempts, there has been little progress on this initiative.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 79

Minimum federal contracts to Indigenous businesses

Lead department(s)	Public Services and Procurement Canada	Related articles	20, 21, 22, 23
		Related APMs	SP13

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (3)
Developed with partners	Yes (2)
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The minimum 5% target for Indigenous businesses in Canada was set to be achieved by March 31, 2025, with Phases 1 and 2 involving 32 out of 96 departments, and Phase 3 encompassing all 96 departments. In 2022-2023, the government awarded \$1.6 billion to Indigenous businesses. PSPC led 362 engagement events and organized 10 regional Indigenous Business Information Sessions. Additionally, PSPC hosted a series of speaker sessions featuring Indigenous speakers who shared their perspectives on various Indigenous issues with employees from PSPC, GAC, and the CRA.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

PSPC regional offices and Indigenous business associations have developed support for Indigenous businesses through training programs and Indigenous Business Information Sessions. These sessions raise awareness of the Government of Canada's 5% requirement for Indigenous participation in federal procurement, highlight opportunities, and outline support services like Procurement Assistance Canada, while strengthening partnerships and facilitating direct communication with PSPC. Additionally, the Translation Bureau has organized activities to enhance collaboration with Indigenous language service providers and communities, focusing on supporting the linguistic needs of government departments and promoting the preservation and revitalization of Indigenous languages. The Bureau aims to increase the number of language service providers for Indigenous languages. Overall, relationship-building is crucial for successful outreach and consultation, and PSPC is dedicated to maintaining strong relationships based on mutual trust and respect.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 80

New, holistic long-term and continuing care framework

Lead department(s)	Indigenous Services Canada	Related articles	3, 21, 23, 24
		Related APMs	NA

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The development of a new Long-Term and Continuing Care (LTCC) Framework for First Nations and Inuit is progressing. Completed First Nations and Inuit-led engagement activities informed ongoing co-development work on improved LTCC programming and service delivery that promotes client and community centered culturally safe approaches to care. Recent changes in Canadian political leadership caused additional delays in the implementation phase of the new Framework. Métis-led engagement activities have largely concluded, with most summary reports submitted by partners. ISC has begun to review the engagement summary reports to gain insights as to what was heard through the Métis-led engagement process.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Engagement on this shared priority was Indigenous-led and distinctions-based. The results of Métis engagement activities will inform any potential future policy efforts ISC undertakes within the Métis LTCC space. For First Nation and Inuit, the engagement process supported by ISC documented the insights, experiences, and knowledge of over 700 First Nations and 71 Inuit participants. Common themes identified included: Access to quality services closer to home; Equitable funding for Indigenous peoples that is substantively equal compared with those available to non-Indigenous Canadians; Funding that is scalable and sustainable; Culturally safe, community-led programming; Holistic care; LTCC infrastructure support; and Improved service delivery. Work to improve LTCC programming will reflect the perspectives and values of diverse Indigenous partners based on engagement and co-developments to bridge some of these gaps and better align with the needs of First Nations and Inuit. While the ultimate decision-making power rests with the Government of Canada, Indigenous partners will have influenced the outcomes.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that the ability of the government to implement or remove programs and services without consulting those affected raises concerns about enhancing health equity.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 81

Addressing mental health, suicide and addictions

Lead department(s)	Indigenous Services Canada	Related articles	NA
		Related APMs	ME11

Status	Underway
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (2)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The Government of Canada has made significant investments to improve mental wellness in Indigenous communities, with an investment of \$650 million in 2024-2025. These investments were made to meet the immediate mental wellness needs of communities by supporting Indigenous-led suicide prevention, life promotion and crisis response, including through crisis line intervention services, and enhancing the delivery of culturally appropriate substance use treatment and prevention services in Indigenous communities. This funding also supports the provision of essential mental health, cultural, and emotional support to Survivors, Intergenerational Survivors, family members, and others impacted by Indian Residential Schools, Missing and Murdered Indigenous Women, Girls, and 2SLGBTQI+ People, Federal Indian Day Schools and other colonial sources of trauma. On December 4, 2023, the Council of Yukon First Nations, Government of Yukon and Indigenous Services Canada signed a Letter of Intent outlining a commitment to collaborate towards the creation of a Yukon First Nations-led healing centre. In 2024-2025, an Indigenous-led working group was established to move this work forward.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Mental Wellness Program regularly engages with Indigenous organizations, including the Assembly of First Nations, and participates in the partner-led First Nations Mental Wellness Continuum Framework Implementation Team. The program is guided by several Indigenous-led frameworks and strategies, such as the First Nations Mental Wellness Continuum Framework, Honouring Our Strengths, and the National Inuit Suicide Prevention Strategy. For policy decisions related to Métis health, the program refers to the Métis Vision for Health developed by the Métis National Council. Regional partnership structures vary across provinces and territories, providing direction and guidance for most mental wellness investments, with some exceptions.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that this Action Plan measure aims to improve equitable access to quality and culturally safe health services. However, some partners believe there have been significant challenges in communication with the Government of Canada, including difficulties in securing meetings related to health APMs and not receiving adequate guidance from federal departments. Some shared that in their view, the Indigenous Health Equity Fund, which allocates \$2 billion over ten years, fails to recognize the vital role of Indigenous

women's organizations in providing essential health care services, particularly in urban areas. To ensure equitable access to health care for Indigenous women, it is crucial to include these organizations in the funding model.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 82

Palliative and end of life care framework

Lead department(s)	Health Canada	Related articles	3, 7, 12, 24
		Related APMs	SP83

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

HC engaged with a wide variety of Indigenous governments and representative organizations on the topic of end-of-life care, including on palliative care and Medical Assistance in Dying (MAID). Engagement efforts focused on leveraging existing and new funding for First Nations, Inuit and Métis-led engagement, online public engagement, a national knowledge exchange forum, and convening 21 virtual and hybrid national dialogues across Canada on Indigenous perspectives on end-of-life care and MAID. Additional engagement occurred on the issue of Advance Requests for MAID and further, leading up to the 2023 annual report, where results are being shared for the first time on Indigenous identity. Outcomes of this work will be finalized in 2025-2026 and may include “What We Heard” reports from the engagements.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Consultation and cooperation efforts were focused at the national and regional levels due to budget constraints, with an emphasis on building strong relationships with First Nations, Inuit, and Métis organizations, which was done through early and consistent communication. HC’s efforts involved regular briefings and updates with Indigenous organizations and governments, and funding Indigenous-led engagement on palliative care and MAID. Consultation and cooperation efforts also included online public engagement to gather Indigenous perspectives, partnerships for a national knowledge exchange on end-of-life care, and 21 hybrid dialogues with 471 participants. HC provided a Second Update to Parliament with Indigenous feedback and engaged on the 2023 Annual Report on MAID and data collection. While Indigenous partners led their own initiatives, HC is creating a “What We Heard Report” on MAID and summary reports on palliative care.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Completed online survey and 21 dialogues sessions with Indigenous peoples on end-of-life care, including MAID. [HC]	Complete	NA
2	HC is planning to finalize summary reports from engagement on palliative care and MAID in 2025. [HC]	Execution phase	Medium-term
3	Continue to work with Indigenous partners leading up to the 6th Annual Report on MAID with respect to data collection on Indigenous identity. [HC]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 83

Indigenous knowledge and MAID

Lead department(s)	Health Canada	Related articles	3, 7, 12, 24
		Related APMs	SP82

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

HC is engaging with a wide variety of Indigenous governments and representative organizations on the topic of end-of-life care, including on palliative care and Medical Assistance in Dying (MAID). Engagement efforts focused on leveraging existing and new funding for First Nations, Inuit and Métis-led engagement, online public engagement, a national knowledge exchange forum, and convening 21 virtual and hybrid national dialogues across Canada on Indigenous perspectives on end-of-life care and MAID. Additional engagement occurred on the issue of Advance Requests for MAID and further, leading up to the 2023 annual report, where results are being shared for the first time on Indigenous identity. Outcomes of this work will be finalized in 2025-2026 and will may include “What We Heard” reports from the engagements.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Consultation and cooperation efforts were focused at the national and regional levels due to budget constraints, with an emphasis on building strong relationships with First Nations, Inuit, and Métis organizations, which was done through early and consistent communication. Health Canada’s efforts involved regular briefings and updates with Indigenous organizations and governments, and funding Indigenous-led engagement on palliative care and MAID. Consultation and cooperation efforts also included online public engagement to gather Indigenous perspectives, partnerships for a national knowledge exchange on end-of-life care, and 21 hybrid dialogues with 471 participants. Health Canada provided a Second Update to Parliament with Indigenous feedback and engaged on the 2023 Annual Report on MAID and data collection. While Indigenous partners led their own initiatives, Health Canada is creating a “What We Heard Report” on MAID and summary reports on palliative care.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Completed online survey and 21 dialogues sessions with Indigenous peoples on end-of-life care, including MAID. [HC]	Complete	NA
2	HC is planning to finalize summary reports from engagement on palliative care and MAID in 2025. [HC]	Execution phase	Medium-term
3	Continue to work with Indigenous partners leading up to the 6th Annual Report on MAID with respect to data collection on Indigenous identity. [HC]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 84

Support for Friendship Centres and urban/off-reserve communities

Lead department(s)	Indigenous Services Canada	Related articles	3, 22, 27
		Related APMs	NA

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

ISC noted that it has accessed \$60 million in funding to support Friendship Centres over the next 2 years.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: No

In February and April 2024, meetings were held in Vancouver and Ottawa to discuss a new framework aimed at providing Indigenous partners with the flexibility to self-determine their objectives based on their unique and evolving priorities. This collaborative effort involved the program offering necessary tools while Indigenous partners articulated how the program could best meet their urban community needs. ISC emphasizes the importance of building strong relationships rooted in trust, cultural appropriateness, understanding, respect, and reciprocity. However, a significant limitation is chronic underfunding for Indigenous partners, despite some capacity-building funding being provided. Additionally, the systemic focus on results-based outcomes can be restrictive. The process requires organization, transparency, and strong listening skills to foster effective collaboration.

Indigenous partner perspectives on implementation

Some Indigenous partners have noted that the Government of Canada has made limited progress on this Action Plan measure. While the Urban Programming for Indigenous Peoples (UPIP) provides essential funding to Friendship Centres, some partners believe it has not fully addressed their needs. In particular, partners noted that Indigenous women's organizations continue to operate without core and sustainable funding, despite Calls for Justice 1.8. Additionally, some partners noted jurisdictional barriers hinder implementation, as the provincial government has not committed to supporting Friendship Centres.

Milestones

#	Milestone	Status	Timeline
1	UPIPs redeveloped logic model and performance framework through Indigenous-led co-development. [ISC]	Execution phase	Long-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 85

Equality rights of Indigenous persons with disabilities

Lead department(s)	Employment and Social Development Canada	Related articles	21, 22
		Related APMs	IN15, FN18

Status	Underway
Tracking	NA
Requires legislation	Yes
Requires regulation	Yes

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Since 2020, ESDC has provided short-term funding through Engagement Protocol Agreements to support discussions on Canada’s implementation of the UN Convention on the Rights of Persons with Disabilities (UNCRPD) and the [Disability Inclusion Action Plan](#) (DIAP), which includes engagement by the PHAC on the [National Autism Strategy](#) (NAS). The three pillars of the DIAP (economic security (benefits), labour market outcomes, and accessibility) ensure that engagement with partners addresses various policy priorities, including the Canada Disability Benefit (CDB), the Opportunities Fund for Persons with Disabilities, and the *Accessible Canada Act*. This broader collaboration was complemented by focused engagement on the design and development of the Canada Disability Benefit regulations. Additionally, this collaboration and investment contributed to parallel reporting by the Assembly of First Nations (AFN), Native Women’s Association of Canada (NWAC), Canadian Association of the Deaf (CAD), and British Columbia Association of Aboriginal Friendship Centres (BCANDS) to the United Nations on Canada’s implementation of the UNCRPD in March 2025.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Throughout the year, ESDC engaged with Indigenous partners on the DIAP and the NAS, including specific outreach to Modern Treaty and Self-Governing Agreement holders regarding the CDB and its regulations. ESDC also conducted outreach with Nunavut Tunngavik Inc. in alignment with Article 32 of the Nunavut Agreement. All Indigenous partners were notified of the publication of the final CDB regulations in March 2025. Feedback from on the DIAP has been shared internally, while insights gathered during the CDB engagement emphasized the need to address access barriers for many Indigenous communities. In response, ESDC plans to adopt various approaches to raise awareness and improve access to the CDB, including information sessions, community-based services through Service Canada's Community Outreach and Liaison Service (COLS), and support for organizations that assist individuals in navigating disability benefits and connecting with government programs.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 86

Access to traditional foods and local food systems

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	20, 21, 22, 23
		Related APMs	NA

Status	Complete
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (1)
Developed with partners	Yes (1)
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In 2024-2025, CIRNAC advanced this measure by securing significant new investments through Budget 2024 to expand and sustain both the Harvesters Support Grant (HSG) and the Community Food Programs Fund (CFPF). These programs support Indigenous food sovereignty by enhancing access to traditional and local food systems in 112 eligible isolated communities.

CIRNAC continued to administer and deliver the HSG and CFPF using a flexible, distinctions-based approach, co-developed with Indigenous and northern partners. Activities supported through this funding included harvesting, hunting, food sharing, infrastructure (for example, community freezers), and local capacity building. These investments strengthen food security, reduce reliance on southern markets, and reinforce Indigenous self-determination and culturally appropriate food systems.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: No

Regular engagement with northern and Indigenous partners takes place through formal working groups including the Indigenous Working Group, the Inuit-Crown Food Security Working Group, and the Nutrition North Canada (NNC) Advisory Board, and through regular dialogue with HSG recipient organizations (including all four Inuit Nunangat land claim organizations). A 2 day face-to-face meeting was held in Ottawa in February with Advisory Board members, as well as a Research Symposium in December 2024 to discuss potential improvements to NNC's subsidy.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 87

Indigenous food security, sovereignty and sustainability

Lead department(s)	Agriculture and Agri-Food Canada	Related articles	20, 21, 24
		Related APMs	NA

Status	Not started
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

AAFC is actively working on programming that aligns with the Action Plan measure, including the development of a Programs Guide to Indigenous Inclusion, which will serve as a guidance tool for creating inclusive funding programs for Indigenous peoples. The department has engaged frequently with Indigenous partners, organizations, and governments to address APM-related issues, such as gathering input on priorities during the Indigenous Agriculture Summit and engaging with Indigenous financial institutions to discuss access to capital.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

Without funding for the Framework for Indigenous Engagement and Co-Development, AAFC was not in a position to discuss the initiative with Indigenous partners. Doing so would raise unfair expectations should funding not be secured. AAFC also noted that in advance of developing the program proposal in 2023, the department did engage with Indigenous partners. The feedback from those discussions were factored into the program design.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 88

Urban, Rural and Northern Indigenous Housing Strategy

Lead department(s)	Indigenous Services Canada, Canadian Mortgage and Housing Corporation	Related articles	3, 18, 21, 23
		Related APMs	NA

Status	Implementation ongoing
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (3)
Developed with partners	Yes (1)
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

In March 2024, CMHC, ISC, and CIRNAC accessed \$4 billion over seven years to implement the Urban, Rural and Northern (U.R.N) Indigenous Housing Strategy. This includes the creation of a National Indigenous Housing Centre (National Centre) through a Request for Proposal (RFP) process and directed funding to distinctions-based groups. The RFP was launched by CMHC for Indigenous proponents to submit proposals to establish a National Centre. Recently, the government made the decision to extend the negotiations on the service agreement to Fall 2025. The National Centre will disburse the majority (\$2.5 billion) of U.R.N. funds to Indigenous housing and service providers. The remaining funds (\$1.18 billion) will flow to for distinctions-based groups through new or existing funding agreements managed by ISC and CIRNAC. By March 31, 2025, ISC distributed \$39.1 million for 2024-2025 to First Nations within provinces, while CIRNAC will have provided approximately \$48 million to Inuit, Métis, northern First Nations and Modern Treaty and Self-Governing First Nations.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CMHC provided funding directly to Indigenous partners to hold their own engagements to inform the U.R.N. Indigenous Housing Strategy, and to gather leadership, members, citizens and beneficiaries to inform their respective implementation plans, priorities and delivery models, and has been holding ongoing meetings to discuss U.R.N. funding and the unique priorities of each Indigenous partner. In addition, ISC has collaborated with First Nations partners in provinces to develop work plans for their distinctions-based funding allocations, while CIRNAC has engaged with Modern Treaty and Self-Governing First Nations, regional Métis organizations, Inuit Treaty Organizations, and northern Indigenous partners on funding allocation methodologies (where necessary) and workplan templates. U.R.N. funding has begun to flow following amendments to, or the establishment of new funding agreements. Indigenous partners can decide how to use U.R.N. funding for their members living away, but some expressed concerns that the less than one-year timeframe to sign their work plans was too short for meaningful engagement.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: CIRNAC

Annex B: Shared Priority 89

Mental health promotion and prevention initiatives

Lead department(s)	Public Health Agency of Canada	Related articles	2, 18, 21, 23
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

PHAC promotes culturally safe, relevant, and trauma-informed mental health programming by collaborating with Indigenous partners and funding Indigenous-led projects. Through the Youth Substance Use Prevention Program (YSUPP) and Mental Health Promotion Innovation Fund (MHP-IF), PHAC supports community-based initiatives that strengthen protective factors for health and well-being, such as fostering healthy relationships, creating safe environments, and enhancing school and community connectedness. PHAC funds Centre for Addictions and Mental Health (CAMH) to implement and operate the 9-8-8 Suicide Crisis Helpline and collaborates with the 9-8-8 Indigenous Reference Group to ensure cultural appropriateness and accessibility. This includes exploring the integration of local Indigenous crisis lines and services within 9-8-8.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Youth Suicide Prevention Program (YSUPP) holds monthly video touch-bases and conducts site visits with funded projects, facilitating information-sharing meetings between Indigenous projects as needed. Feedback from consultations informed the development of the application processes, and YSUPP is open to additional data collection methods suggested by Indigenous partners to strengthen project delivery.

In 2024–2025, the 9-8-8 Indigenous Reference Group provided advice on incorporating local Indigenous crisis lines into the national 9-8-8 network to enhance culturally appropriate support. Indigenous partners have further guided the implementation of 9-8-8, enabling First Nations, Inuit, and Métis individuals to access the Hope for Wellness Helpline. Improvements were made in 2024 to the Interactive Voice Response (IVR) system to better support this access. PHAC recognizes the importance of a distinctions-based approach to engagement regarding 9-8-8.

Ongoing collaboration with Indigenous partners continues to influence policies and funding priorities. However, communication can be challenging at times, particularly during land-based activities, due to limited technology access.

Indigenous partner perspectives on implementation

Some Indigenous partners noted the impact of land dispossession and displacement on mental health and addictions across generations at the community level. Elders have been engaged to understand the individual, family, community, and cultural effects of disrupting First Nations' inherent rights to their lands and resources. This disruption has led to a loss of hope among Elders, contributing to mental health issues and addictions among

Indigenous seniors, as well as the loss of Indigenous youth to mental health challenges, addictions, trafficking, violence, and suicide, perpetuating intergenerational trauma. Additionally, concerns have been raised about the implications of Article 46 of the UN Declaration, which questions how to reconcile the inherent rights of Indigenous peoples over their lands and resources with the territorial integrity of sovereign states.

Milestones

#	Milestone	Status	Timeline
1	MHP-IF Phase 2 (Delivery and Evaluation) ends in 2025-2026. Milestones include evaluations of interventions and progress in enhancing knowledge and skills for MH, as well as strengthening protective factors like connection to land and nature. [PHAC]	Implementation ongoing	Medium-term
2	Finalize a workplan for the 9-8-8 Indigenous Reference Group to help ensure that the 9-8-8 Suicide Crisis Helpline meets the needs of First Nations, Inuit and Métis people across Canada. [PHAC]	Implementation ongoing	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 90

Addressing gaps and intergovernmental relations consistent with CAP/Daniels decision

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	5, 18, 21, 23
		Related APMs	SP84, FN9, ME3

Status	Not started
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Broad whole-of-government engagement to develop a potential path forward and options that address policy, program, and socio-economic gaps, and strengthen interdepartmental and intergovernmental relations, in full partnership with Métis, non-status, off-reserve, and urban Indigenous peoples, consistent with the CAP/Daniels decision has been limited.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

Officials from CIRNAC and a number of other departments have engaged with the Congress of Aboriginal Peoples pursuant to the CAP-Canada Accord, signed by Minister of CIRNAC in 2018. However, formal engagement has not begun with any Métis and Non-Status organizations since the publishing of the UN Declaration Act Action Plan.

Indigenous partner perspectives on implementation

Some Indigenous partners emphasized that engagement must result in meaningful improvements in access to the rights and promises outlined in the UN Declaration, ensuring that all Indigenous peoples benefit. However, very limited progress or engagement has been made regarding this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 91

Strengthening the *Indigenous Languages Act*

Lead department(s)	Canadian Heritage	Related articles	13
		Related APMs	NA

Status	Planning
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The *Indigenous Languages Act* has two review mechanisms, of which the Independent Review process will be used to review and consider amendments to the Act because it requires the reviewer to consult with a variety of Indigenous governments and other Indigenous governing bodies or organizations. While the Independent review has not officially begun, PCH has begun engaging with Indigenous partners on options as to how the independent review can be designed to support the requirements of the Act. This includes the appointment of the person or body who will carry out the review. The Minister of Canadian Heritage is required to consult with the Office of the Commissioner of Indigenous languages in the appointment of the independent reviewer. Under the Act, the review must commence in 2025.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

While the actual review has not yet started, PCH has begun engaging with Indigenous partners on options as to how the independent review can be designed to support the requirements of the Act.

Indigenous partner perspectives on implementation

Some Indigenous partners have noted they have encountered challenges primarily due to a lack of adequate funding and capacity development support. While there is acknowledgment from PCH regarding the importance of language revitalization efforts, the absence of bridge funding hampers meaningful advancement in this area. This situation undermines the commitment to provide sustainable and long-term funding for Indigenous language revitalization as outlined in the Action Plan. Additionally, the requirement to translate documents into French and English further complicates implementation and adds financial burdens to language promotion initiatives. However, advocacy efforts have led to positive outcomes, such as the removal of clauses in agreements that imposed translation requirements, highlighting the potential for policy changes through persistent advocacy.

Milestones

#	Milestone	Status	Timeline
1	Launch of the independent review. [PCH]	Execution phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 92

Indigenous languages revitalization through the *Indigenous Languages Act*

Lead department(s)	Canadian Heritage	Related articles	13
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (1)
Developed with partners	Yes (1)
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

PCH continues to work with Indigenous partners to implement this Action Plan measure. In 2023-2024, the Department introduced new distinction-based funding models for Indigenous languages that moves away from a departmental-led call-for-applications approach that supports short-term projects (1-2 years in length) to new models that provide greater Indigenous autonomy, long-term funding and better responsiveness to First Nations, Inuit and Métis priorities. Budget 2024 announced \$225 million over five years starting in 2024-2025 and \$45 million ongoing. With these investments, the Government of Canada will have provided important budget investments of over \$1.4 billion from 2019-2020 to 2028-2029, and \$162.3 million ongoing. These significant investments reflect the Government of Canada's commitment towards Indigenous languages revitalization and contributes to predictability for Indigenous partners.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Technical working tables and bilateral sessions have facilitated the co-development of distinctions-based funding approaches that align with the priorities of First Nations, Inuit, and Métis communities. PCH noted capacity constraints among partners, and that to enable meaningful participation and ownership, it is essential to provide flexibility in timelines and adopt tailored approaches for each distinctions group.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that updates on this Action Plan measure highlight ongoing initiatives aimed at promoting and revitalizing Indigenous languages. Efforts include engaging Indigenous communities to gather input on language preservation strategies and ensuring that their voices are central to policy development. However, challenges such as insufficient funding and capacity constraints have been identified, which hinder the effectiveness of these initiatives. To address these issues, it is crucial to provide adequate resources and support, as well as to adopt flexible and tailored approaches that empower Indigenous communities in their language revitalization efforts. Continued collaboration and commitment to these measures are essential for the successful promotion of Indigenous languages.

Milestones

#	Milestone	Status	Timeline
1	On April 2023, the program transitioned towards distinctions-based funding models providing First Nations, Inuit and Métis Nation partners with greater autonomy, long-term funding and better responsiveness to their distinct needs. [PCH]	Implementation ongoing	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 93

Access to federal services in Indigenous languages

Lead department(s)	Canadian Heritage	Related articles	13
		Related APMs	IN11

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

PCH is actively working to enhance access to federal services in Indigenous languages in accordance with the *Indigenous Languages Act*. This effort includes the translation of key departmental documents, for instance, the Canadian Charter of Rights and Freedoms is now available in 11 Indigenous languages, while the *Indigenous Languages Act* has been translated into four Indigenous languages. For additional information, please refer to the submission on Inuit Priority 11.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In 2024-2025, PCH collaborated with Indigenous partners through the Joint Implementation Steering Committee (JISC) to enhance access to services in Indigenous languages. The JISC comprises representatives from the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council. Efforts to improve access to federal services in Indigenous languages are guided by consultations with Indigenous partners, who play a significant role in influencing decision-making throughout the process.

Indigenous partner perspectives on implementation

Some Indigenous partners noted challenges promoting Indigenous languages include a lack of funding and the requirement to translate documents into French and English, which complicates the implementation of revitalization programs and adds financial burdens. This also speaks to the challenges in the revitalization of Indigenous languages at large. The insufficient funding hinders efforts to maintain and promote these languages within communities. However, advocacy efforts have led to positive outcomes, such as the removal of a clause from an agreement that mandated translation into French and English, illustrating the effectiveness of persistent advocacy in influencing policy change.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 94

Indigenous engagement in arts, culture, commemorations and heritage

Lead department(s)	Canadian Heritage	Related articles	8, 11, 12, 13, 25, 31
		Related APMs	NA

Status	Planning
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

PCH noted that the implementation of this Action Plan measure is in the preliminary planning stages.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

As this Action Plan measure is in the preliminary planning stage, no consultation and cooperation efforts have been made at this time.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 95

Indigenous-led management of heritage places

Lead department(s)	Parks Canada	Related articles	18, 19, 26, 32
		Related APMs	SP32, SP35, SP66, SP96, SP97, SP110

Status	Underway
Tracking	On-track
Requires legislation	Yes
Requires regulation	Maybe

Funding	Partially funded
Indicators	Yes (1)
Developed with partners	Yes (1)
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

During 2024-2025, PC co-developed an Indigenous Stewardship Policy with the Indigenous Stewardship Circle, which mandates co-development of Indigenous Stewardship Plans with Indigenous partners for all heritage places. These plans will identify shared priorities for advancing the UN Declaration and Indigenous Stewardship, detailing how priorities will be implemented. In March 2024, PC hosted a legal pluralism dialogue session to explore innovative approaches for applying Indigenous laws and legal authorities in areas managed or co-managed by protected area agencies. The session featured a panel of Indigenous and non-Indigenous experts in Indigenous law and legal pluralism. A follow-up meeting in early April 2024 allowed for deeper discussions on questions raised during the initial session, involving two Indigenous legal experts. During the reporting period, draft models were developed internally to enhance support for Indigenous Protected and Conserved Areas (IPCAs), with Indigenous engagement on these models commencing in March 2025. An initial discussion was held with the Indigenous Stewardship Circle, and engagement letters were sent to Indigenous partners, resulting in one engagement session.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

PC has shared information with the Indigenous Stewardship Circle, L'nuey, Ditidaht First Nation, Makivvik, Nunatsiavut Government, Qikitani Inuit Association, and Métis Nation-Saskatchewan regarding potential future models for supporting IPCAs. Feedback from these Indigenous partners on the models was sought, but these engagements were not formal consultation sessions and did not qualify as co-development. Initial feedback from the Indigenous Stewardship Circle, L'nuey, and the Qikitani Inuit Association is currently informing PC's approach on the draft models, although no decisions are currently being made. Moving forward, a co-development approach will be adopted for the governance models to support IPCAs, as committed to in the Action Plan measure, through work with the Indigenous Stewardship Circle and site-based negotiation tables.

Indigenous partner perspectives on implementation

Some Indigenous partners have engaged in discussions and meetings with government officials regarding the protection of burial grounds in or near national parks, emphasizing the need to address desecration and co-

management issues. Despite the absence of specific references to burial grounds in the Action Plan, this remains a significant concern with PC.

Milestones

#	Milestone	Status	Timeline
1	Co-develop and release Indigenous Stewardship Policy to support implementation of the UN Declaration through co-developed place-based Stewardship plans and initiatives. [PC]	Complete	NA
2	Co-develop options for enhanced shared decision-making, including options for Indigenous Protected and Conserved Areas. [PC]	Execution phase	Long-term
3	Propose legislative changes where required to enable broadened approaches to cooperative management, governance, and decision-making in protected heritage places. [PC]	Planning phase	Long-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 96

Indigenous cultural connections in heritage places

Lead department(s)	Parks Canada	Related articles	11, 12, 13, 25
		Related APMs	SP35, SP95, SP97, SP110

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	No

Funding	Partially funded
Indicators	Yes (1)
Developed with partners	Yes (1)
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

During 2024-2025, PC co-developed an Indigenous Stewardship Policy with the Indigenous Stewardship Circle, which mandates co-development of Indigenous Stewardship Plans in collaboration with Indigenous partners for all heritage places. These plans will identify priorities for advancing the UN Declaration and Indigenous Stewardship, detailing how these priorities will be implemented. These Stewardship Plans encompass various priorities, including on-the-land initiatives, economic and employment opportunities, public education on Indigenous histories, and initiatives that promote cultural continuity. Additionally, PC's Indigenous Guardians Program is ongoing, with funding secured for 2021-2026. A culturally competent workforce is critically important in advancing efforts to support cultural continuity. In 2024-2025, PC advanced a vision and path forward for cultural competency training, guided by an internal cross-functional working group and the Indigenous Stewardship Circle.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Co-development work has included negotiating agreements to support on-the-land initiatives in national parks and historic sites in Eastern Canada, as well as work with the Indigenous Stewardship Circle to create the Indigenous Stewardship Policy. Ongoing consultation and cooperation occurs through Indigenous guardian programs, and through bi-weekly discussions with the Métis National Council and Assembly of First Nations to advance shared priorities. Feedback from these groups informs strategies related to the Action Plan measure. Sustainable funding to support guardians and ongoing consultation remains a challenge.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Codevelop and release Indigenous Stewardship Policy to support implementation of the UN Declaration through co-developed place-based Stewardship plans and initiatives. [PC]	Complete	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 97

Indigenous knowledge and Data Sovereignty in heritage places

Lead department(s)	Parks Canada	Related articles	11, 18, 19, 31
		Related APMs	SP35, SP95, SP96, SP110

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (1)
Developed with partners	Yes (1)
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

During 2024-2025, PC co-developed an Indigenous Stewardship Policy with the Indigenous Stewardship Circle, which mandates PC co-development of Indigenous Stewardship Plans with Indigenous partners for all heritage places administered by PC. These plans will identify shared priorities for advancing the UN Declaration and Indigenous Stewardship, detailing how priorities such as inclusion of Indigenous knowledge in decision-making will be implemented. Additionally, work is ongoing to establish respectful payment methods for Indigenous partners and advance Indigenous Data Sovereignty tools.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Consultation and cooperation efforts have focused on working with the Indigenous Stewardship Circle to co-develop an Indigenous Stewardship Policy and establish an approach to formalize the role of Indigenous knowledge in decision-making within heritage places administered by PC. Quarterly meetings with the Indigenous Stewardship Circle, along with sub-circle working groups, provide guidance and feedback on shared priorities. Additionally, PC meets bi-weekly with representatives from the Métis National Council and Assembly of First Nations to inform strategies and initiatives related to advancing the Action Plan measure. However, source funding to support these initiatives remains a challenge.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Codevelop and release Indigenous Stewardship Policy to support implementation of the UN Declaration through co-developed place-based Stewardship plans and initiatives. [PC]	Complete	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 98

Returning Indigenous cultural belongings and ancestral remains

Lead department(s)	Canadian Heritage	Related articles	11, 12, 31
		Related APMs	NA

Status	Planning
Tracking	Behind
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

PCH has engaged in preliminary discussions with the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council to discuss priorities, next steps and financial needs in order to advance work on this Action Plan measure. While this planning is underway, the department continues its efforts to support repatriation activities, for example by providing funding through the Museums Assistance Program.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

PCH has initiated preliminary discussions with National Indigenous Organizations (NIOs) notably the Assembly of First Nations, Inuit Tapiriit Kanatami, and the Métis National Council to determine their preferences for consultation and involvement in the co-development process for this Action Plan measure, as well as the support they need to participate effectively. These discussions are expected to continue, with the insights gathered from NIOs informing the design of consultations and the overall co-development process. As implementation is still in the planning stages, PCH aims to ensure meaningful involvement of NIOs from the outset, including understanding their consultation preferences and financial needs for participation. The co-development process is anticipated to be extensive and require significant financial investment, with key challenges including securing resources to support Indigenous participation and ensuring representation from a diverse range of Indigenous peoples, especially given the competing demands faced by Indigenous partners.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that efforts are underway to repatriate sacred artifacts from various museums back to their respective communities, involving the participation of elders and the conduct of ceremonies to facilitate their return. Ongoing conversations are being held with museums in both the United States and Canada to discuss the repatriation of sacred artifacts and remains that were taken from Indigenous communities. These initiatives aim to restore cultural heritage and strengthen connections between communities and their sacred items.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 99

MMIWG and support for Indigenous-led cultural initiatives

Lead department(s)	Canadian Heritage	Related articles	8, 11, 12, 31
		Related APMs	NA

Status	Planning
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

PCH has continued to support Indigenous cultural revitalization efforts through existing mechanisms. Programs include the Indigenous Screen Office for Indigenous storytelling (see Shared Priority 105), the Sport for Social Development in Indigenous Communities program which uplifts Indigenous women, girls, and 2SLGBTQQIA+ individuals, and efforts to support Indigenous broadcasters (see Shared Priority 106) and cultural expression (see Shared Priority 101). Despite no new funding being available for additional measures at this time, PCH undertook a number of related actions in support of this Action Plan measure. In 2024-2025, PCH conducted an internal survey as well as with other departments to begin mapping the types of traditional cultural activities currently being funded. The intent of this exercise is to better document the nature of current gaps that exist in federal programming for these types of activities, as well as to identify whether existing flexibilities exist, and, if so, how they could be leveraged. These efforts will help PCH strategically position itself to advance work related to this Action Plan measure, including both advancing work through existing mechanisms and identifying additional opportunities to pursue.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

PCH has authority at this time to engage with other federal departments on supports for Indigenous-led cultural initiatives. As federal lead of the culture-theme of the Federal Pathway to Address Missing and Murdered Indigenous Women, Girls, and 2SLGBTQQIA+ Individuals, PCH is committed to advancing Indigenous culture-related Calls for Justice and priorities through collaborative efforts with federal, provincial/territorial, and Indigenous partners. While it is currently assessing its existing gaps and barriers to federal programming for traditional cultural activities, PCH continues to engage with Indigenous partners on culture-related work through existing mechanisms, such as for Indigenous cultural heritage and expression (see Shared Priority 101).

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	PCH will create a report containing an analysis and the results from our internal mapping exercise. [PCH]	Planning phase	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 100

Supporting Indigenous artists and organizations

Lead department(s)	Canadian Heritage	Related articles	8, 11, 13, 14, 15, 31
		Related APMs	NA

Status	Underway
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (1)
Developed with partners	No
Can be disaggregated	Yes (1)

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

PCH has two initiatives linked to this Action Plan Measure. The first focuses on supporting students through the [Canada Arts Training Fund](#) (CATF) and the Indigenous Arts Knowledge Exchange. The Canada Arts Training Fund received targeted funding in Budget 2022, and its implementation is aligned with the full allocation of additional resources. Initially set for completion by 2026-2027, the initiative is now considered fully implemented due to the successful allocation of resources and the addition of four new Indigenous arts training programs, although informal outreach to Indigenous communities will continue to support prospective applicants.

The second initiative involves targeted funding for commercial Indigenous music artists, entrepreneurs, and organizations, with the goal of increasing Indigenous participation in the Canadian music industry. Over the past year, PCH advanced work on this commitment by strengthening relationships with Indigenous music stakeholders to better understand the challenges they are facing. This commitment, however, remains unfunded. FACTOR and Music action, the further distributors of the Canada Music Fund, are required to encourage applications from all regions of Canada, including members of Indigenous communities. Those organizations provide direct financial support to Indigenous artists, music entrepreneurs, and not-for-profit organizations, however, they do not have dedicated annual budgets for those recipients. To fulfill this commitment, additional funding targeting Indigenous-led initiatives would have to be secured.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

For the first initiative, outreach and engagement sessions resulted in the support of two new Indigenous arts training programs. The Indigenous Arts Knowledge Exchange (IAKE) completed a successful pilot project focused on Indigenous arts training methodologies and hosted a land-based residency for learners. Feedback from Indigenous recipients helped revise program criteria and the application processes, although limited in-person engagement due to time and travel constraints made some organizations hesitant to apply for funding.

For the second initiative, Canadian Heritage strengthened relationships with Indigenous music organizations, attended the International Indigenous Music Summit, participated in trainings and events, and engaged with various Indigenous artists and entrepreneurs to enhance their understanding of Indigenous peoples and reconciliation.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that these programs and policy measures must include Indigenous peoples with disabilities. In addition, successful implementation requires localized engagement and the recognition of Indigenous knowledge systems.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 101

Indigenous cultural heritage and intellectual property

Lead department(s)	Canadian Heritage, Innovation, Science and Economic Development Canada	Related articles	5, 11, 31
		Related APMs	NA

Status	Underway
Tracking	NA
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	Yes (2)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

ISED has engaged with Indigenous peoples, including an engagement facilitated by the Canadian Council for Indigenous Business, to inform policy on disclosure requirements for Indigenous Knowledge and Cultural Expression related to international treaties. This included a virtual session with experts and elders. The final report will guide planning for this Action Plan measure. Officials built relationships through the Indigenous Intellectual Property Program grant and engaged with various organizations.

PCH gathered an Indigenous Experts Working Group on SP101, focusing on issues of unauthorized copying, offensive use, and inauthentic Indigenous-style arts. This resulted in a “What We Heard Report”, which recommended structural and procedural changes related to Indigenous Intellectual Property.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Canadian Council for Indigenous Business engaged with Indigenous peoples to inform policy on disclosure requirements for Indigenous Knowledge and Cultural Expression related to international treaties. This included a virtual session with experts and elders, and the findings will guide planning for this Action Plan measure. Officials built relationships through the Indigenous Intellectual Property Program grant and engaged with various organizations, resulting in a “What We Heard” report. Initial sessions focused on issues like unauthorized copying and inauthentic Indigenous-style arts, while challenges included the need for cultural change, building trust, and addressing short timelines due to budget uncertainties. Recommendations emphasized using knowledgeable Indigenous consulting firms and ensuring meaningful land acknowledgments.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 102

Indigenous post-secondary education, skills training, and employment

Lead department(s)	Indigenous Services Canada, Employment and Social Development Canada	Related articles	3, 5, 14, 15, 21, 31
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (5)
Developed with partners	Yes (3)
Can be disaggregated	Yes (5)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Over the last year, ISC focused on enhancing Income Assistance's Case Management and Pre-Employment supports, which aimed to assist individuals aged 18 to 64 in transitioning to training and employment in an effort to reduce reliance on income support. ISC facilitated the transfer of \$41.9 million to 91 First Nations funding recipients and prepared for upcoming allocations for 2025-2026. Additionally, ISC continued to implement its three distinctions-based Post-Secondary Education Strategies to support First Nations, Inuit, and Métis Nation students, engaging with regional offices to refine program guidelines and share best practices. ISC also implements the First Nations and Inuit Youth Employment Strategy (FNIYES), which is a component of the broader Youth Employment and Skills Strategy (YESS) led by ESDC. It supports employment and skills development opportunities for youth ages 15 to 30, specifically First Nations youth living on reserve and Inuit youth living outside of their land claim area.

In addition, supported by Engagement Protocol investments, ESDC has continued co-implementation and co-development efforts related to the [Indigenous Skills and Employment Training Program \(ISET\)](#) through established relationship and governance structures with a particular focus on the design of an interim evaluation approach. The ten-year flexible ISET agreements are complimented by investments in First Nations to design and deliver labour market information solutions in Reserve communities to address data gaps, along with projects through the Skills and Partnership Fund to support Indigenous led collaboration across industry and education partners.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

ISC worked closely with First Nations recipients of Income Assistance's Case Management and Pre-Employment Supports funding, facilitating communication and addressing inquiries while implementing guidelines and reporting templates. Additionally, ongoing consultation with Inuit and Métis Nation partners focused on refining the Terms and Conditions for the Post-Secondary Education program, involving regular meetings to incorporate feedback. In addition, ESDC remains committed to collaborating with partners on the ongoing implementation of the ISET program, as well as ISET organizations contributing to the Indigenous Labour Market Information and Skills Inventory Initiative. ESDC will also engage with Indigenous partners to develop regional approaches to coordinate investment planning and priority-setting for Skills and Partnership Fund.

Indigenous partner perspectives on implementation

There is emphasis on the need for enhanced First Nations control over post-secondary education. Ongoing research and policy analysis aim to amend ISC Grants and Contributions to align with the First Nations Post-Secondary Education Strategy and the funding outlined in Budget 2024. Some partners affirm the inherent and treaty rights of First Nations to lifelong education and self-determination in socio-economic matters, advocating for full funding for all First Nations seeking access to education and skills training. Additionally, some Indigenous partners have concerns regarding ESDCs exclusive responsibility under this Action Plan measure for post-secondary education programs, despite many being managed by ISC. Indigenous partners believe this measure should be a shared responsibility and recognize the Government of Canada's obligation to support First Nations lifelong learning and Indigenous-run institutions.

Milestones

#	Milestone	Status	Timeline
1	Amendments to the First Nations and Inuit Youth Employment Strategy Terms and Conditions to expand the eligibility of activities and eligible expenses. [ISC]	Implementation ongoing	Medium-term
2	Amendments to the First Nations Post-Secondary Education Strategy Terms and Conditions. [ISC]	Implementation ongoing	Medium-term
3	Updates to Métis Nation and Inuit Post-Secondary Education Strategy Terms and Conditions to expand participant eligibility to include students enrolled in part-time studies as well as other changes identified by partners. [ISC]	Initiation phase	Long-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 103

Indigenous Early Learning and Childcare Framework

Lead department(s)	Indigenous Services Canada, Employment and Social Development Canada	Related articles	14, 21
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

ESDC’s Indigenous Early Learning and Child Care (IELCC) investments have helped to enhance programming for Indigenous children by supporting language and cultural revitalization, expanding access through new sites, and improving learning environments through repairs and renovations. Key efforts include co-developing distinctions-based results frameworks, facilitating long-term funding decisions, and fostering collaboration between Indigenous partners and provincial/territorial governments, as seen in a tripartite Memorandum of Understanding in British Columbia. ISC continues to work with ESDC to increase Indigenous control over early learning programs, support community priorities, and promote quality improvement projects to enhance service delivery.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

A partnership model has been established to promote Indigenous-led decision-making and facilitate the transfer of control to Indigenous partners when desired. This model includes regional and national structures that support collaborative planning and priority setting to guide transformation efforts and enhance Indigenous-led approaches. Investments through long-term flexible agreements have expanded and improved programming designed and implemented by First Nations, Inuit, and Métis for children, increasing the number of sites and maintaining existing ones. The signing of a tripartite memorandum of understanding in British Columbia among federal, provincial, and First Nations leadership exemplifies a promising practice in this collaborative effort.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that this Action Plan measure involves federal investments and should include Jordan’s Principle and the Inuit Child First Initiative. Some partners have called for a more transparent funding processes, community-based health governance, and full implementation of health transformation priorities. Some partners also noted the need for specific federal investments for First Nations such as the Income Assistance's Case Managements and Pre-Employment Supports. They also highlighted a need to recognize the importance of the Child Care and the Education Partnership Programs which improves education outcomes for First Nations students.

Milestones

#	Milestone	Status	Timeline
1	\$420 million over 3 years and \$21.6 million ongoing announced in Budget 2021 for new IELCC infrastructure (supplementary to the existing, ongoing investments in Programs and Services and Governance and Partnerships). [ESDC]	Implementation ongoing	Long-term
2	Completion of co-developed distinctions-based results frameworks for First Nations, Inuit and Métis Early Learning and Child Care. [ESDC]	NA	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 104

Options for TRC Call to Action 66

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	18, 20, 21, 22
		Related APMs	NA

Status	Planning
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In November 2024, CIRNAC sent out letters inviting Indigenous partners to engage on Truth and Reconciliation Call to Action 66 (CTA 66) calling for establishment of “multi-year funding for community-based youth organizations to deliver programs on reconciliation and establish a national network to share information and best practices”. This work includes holding bi-weekly meetings to discuss a CTA 66 pilot project and the engagement to address the Action Plan measure.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CIRNAC noted that bi-weekly meetings were held to discuss the CTA 66 pilot project. A plan for engagement with Indigenous groups to aid in co-developing options for long-term implementation of CTA 66 is under development.

Indigenous partner perspectives on implementation

Some Indigenous partners have expressed strong support for the inclusion of Call to Action 66 as an individual Action Plan measure. They highlight the importance of ensuring that these policies are culturally relevant and reflect the voices and perspectives of Indigenous communities. Additionally, some Indigenous partners stress the necessity of adequate funding and resources to support the effective implementation of these policies, as well as the need for ongoing engagement and consultation throughout the process. They believe that meaningful collaboration is essential to achieving lasting change and addressing the historical injustices faced by Indigenous peoples.

Milestones

#	Milestone	Status	Timeline
1	Engagement with NIOs. [CIRNAC]	Planning phase	Medium-term
2	What we heard summary document. [CIRNAC]	Planning phase	Short-term
3	Policy proposal for long-term implementation. [CIRNAC]	Planning phase	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 105

Indigenous Screen Office Program

Lead department(s)	Canadian Heritage	Related articles	NA
		Related APMs	NA

Status	Complete
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

On March 14, 2024, the Minister of Canadian Heritage announced permanent funding for the Indigenous Screen Office to support Indigenous-led storytelling, allocating \$65 million over five years starting in 2024-2025, with \$13 million per year ongoing. A Treasury Board Submission was prepared to secure this funding, and a new three-year contribution agreement has been signed and implemented between Canadian Heritage and the Indigenous Screen Office Corporation, with funds released for the first year of the agreement. As a result, this action plan measure is considered complete.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: No

Representatives from PCH held ad hoc meetings with the Indigenous Screen Office (ISO) Chief Executive Officer and staff to facilitate collaboration, including sharing data for reporting templates and coordinating communications plans and social media products. While the ISO Corporation has communicated its funding needs to the Government of Canada, FIN ultimately determines funding levels. For program design amendments, PCH seeks consensus with the ISO Corporation. PCH also strives to implement best practices when working with Indigenous partners, such as using plain language in communications and avoiding government acronyms.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 106

Northern Aboriginal Broadcasting

Lead department(s)	Canadian Heritage	Related articles	16
		Related APMs	NA

Status	Planning
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	Yes (1)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

In 2024-2025, the program transitioned internally within PCH to an Indigenous-led team and has continued to operate under the existing framework, with most clients under two-year flexible contribution agreements for 2024-2026. The department drafted a budget proposal for this Action Plan measure and contracted Archipel Research and Consulting Inc., an Indigenous-owned firm, to conduct a survey assessing the needs of Indigenous broadcasters in Canada. Additionally, in late 2024, PCH engaged with broadcasting organizations and partners to discuss support for the Indigenous broadcasting sector.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

PCH directly contacted some Indigenous broadcasters to encourage their participation in a survey assessing the current and future needs of Indigenous broadcasters in Canada, while an Indigenous consulting firm reached out to those with whom PCH did not have existing relationships. Data from the survey is expected to inform policy decisions regarding financial needs and program improvements. However, a limitation identified during the survey development was the lack of an up-to-date comprehensive list of Indigenous broadcasters, as many were either not operating or lacked appropriate contact information. Barriers faced by Indigenous peoples include consultation fatigue from simultaneous engagements and a lack of organizational capacity to participate fully. Additionally, the lack of coordination among Indigenous broadcasters complicates engagement efforts.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	In 2024-2025, PCH contracted Archipel Research and Consulting Inc. to develop and administer a survey on the needs of the Indigenous broadcasting sector in Canada. The survey results were compiled into a final report at the end of 2024-2025. [PCH]	Completed	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 107

Special Interlocutor for Missing Children and Unmarked Graves

Lead department(s)	Justice Canada	Related articles	7, 8, 11, 12
		Related APMs	SP108, SP110, SP111

Status	Underway
Tracking	NA
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The Special Interlocutor provided her Final Report to Indigenous survivors, families, leadership, and Ministers in October 2024. JUS support for her mandate completed shortly thereafter.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

JUS did not have a consultative role while the Special Interlocutor was fulfilling her mandate, as she was engaged directly in extensive consultation and cooperation with First Nations, Inuit, and Métis residential school survivors, families and communities in order to inform her work and her reports.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 108

Sharing Indian Residential School documents

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	11, 16, 39, 40
		Related APMs	SP107

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

There was limited progress on this measure in 2024-2025 due to challenges in relation to funding, policy authorities and organizational capacity for both government departments and Indigenous partners.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

The Chairperson of the Indian Residential School Documents Advisory Committee announced in October 2024 that non-government members of the Committee are suspending their role due to lack of funding support. Work is ongoing to identify, review and collect potentially-relevant documents based on the Committee's approved board definition of an "Indian Residential School document."

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 109

Participation in processes for implementing international human rights treaties

Lead department(s)	Canadian Heritage	Related articles	1, 34, 40, 46
		Related APMs	SP18, SP19, SP72, IN14

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

As the Secretariat for Canada's National Mechanism for Implementation, Reporting, and Follow-up (NMIRF) on human rights, PCH engages in outreach with Indigenous representatives on reporting to the United Nations on the domestic implementation of Canada's international human rights obligations and follow-up to recommendations received from human rights treaty bodies and other human rights mechanisms. Engagement to date has focused on identifying ways to improve inclusive treaty body reporting and follow-up and amplify Indigenous voices in the process. Ongoing dialogue helps PCH ascertain the value of the approach for Indigenous partners and to discuss ways to continuously improve. PCH continues to explore options for distinctions-based approaches to this work while also ensuring broad representation from different Indigenous organizations on human rights issues.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

While PCH does not formally participate in legal consultations regarding the rights of Indigenous peoples, it actively engages with Indigenous partners to seek their input and perspectives. Regular dialogue with Indigenous organizations on human rights reporting ensures their participation in UN human rights treaty review processes, with commitments to ongoing engagement through meetings and discussions. Recent meetings have focused on funding, distinctions-based engagement, and the need for Inuit-specific strategies. Indigenous organizations have helped shape Canada's human rights reporting and define meaningful engagement, but funding and resource constraints limit their ability to contribute to these processes. Additionally, there are challenges in establishing a distinctions-based engagement process for regular meetings, with partners calling for more structured, Indigenous-led spaces and the varying and disparate ways in which engagement is held across federal departments. PCH is dedicated to respecting the unique needs of Indigenous partners while navigating these engagement processes.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Indigenous partners will be invited to meet with FPT Ministers in advance of the Fourm of Ministers on Human Rights (September 2025) with financial support, with advance bilat/small group meetings with senior officials, to discuss how to better support a distinctions-based approach to human rights reporting and engagement. [PCH]	Initiation phase	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 110

Commitment to redress in Parks Canada heritage places

Lead department(s)	Parks Canada	Related articles	8, 11, 20, 28
		Related APMs	SP35, SP95, SP96, SP97

Status	Underway
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (1)
Developed with partners	Yes (1)
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

During 2024-2025, PC co-developed an Indigenous Stewardship Policy with the Indigenous Stewardship Circle, which mandates co-development of Indigenous Stewardship Plans with Indigenous partners for all heritage places. These plans will identify shared priorities for advancing the UN Declaration and Indigenous Stewardship, detailing how these priorities will be implemented. The place-based Stewardship Plans will address various priorities, including responding to requests for truth-telling, acknowledgments, apologies, and redress. Efforts are ongoing to finalize guidance for place-based acknowledgments, apologies, and redress, with work advancing on two specific place-based apologies.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Consultation and cooperation efforts have been undertaken with the Indigenous Stewardship Circle to co-develop an Indigenous Stewardship Policy and discuss the PC Guidance for Place-based Acknowledgments, Apologies, and Redress. Ongoing work includes two place-based apologies, one of which involves redress, with these initiatives being developed in collaboration with Indigenous partners, including co-developing the apology text. Initial discussions regarding the Guidance for Place-Based Apologies and Redress have taken place, with plans to re-engage the Circle after further refining initiatives with local Indigenous partners. Throughout the 2024-2025 fiscal year, extensive meetings have been held with Indigenous partners on two initiatives. The Place-based Guidance will continue to be shaped by input from the Indigenous Stewardship Circle and local partners. Decisions on local place-based apology content and the types of redress pursued are made by consensus with local Indigenous partners. Indigenous partners have no formal role in decision-making regarding aspects of redress outside of PC's authority.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Approval of Parks Canada Guidance on Place-based Acknowledgements, Apologies and Redress. [PC]	Execution phase	Short-term
2	Delivery of a co-developed apology. [PC]	Execution phase	Medium-term
3	Co-develop and release Indigenous Stewardship Policy to support implementation of the UN Declaration through co-developed place-based Stewardship plans and initiatives. [PC]	Complete	NA

Other departments and agencies that contributed to this APM: None

Annex B: Shared Priority 111

British Columbia Action Plan implementation

Lead department(s)	Various	Related articles	38, 41, 42
		Related APMs	SP66, SP67

Status	Implementation ongoing
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Justice Canada has met on a quarterly basis with BC officials to discuss areas of common interest in respect of Canada's and BC's Action Plans, inviting implicated departments to participate where relevant. Justice Canada has also entered into an Memorandum of Understanding with the BC First Nations Leadership Council to establish a leadership-level table and a technical table among officials. TC is looking forward to continued consultation and cooperation with Indigenous Partners and the Province of British Columbia in support the province's Declaration Act Action Plan.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

See above.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: TC

Annex B: First Nations Priority 1

New fiscal relationship to support self-determination

Lead department(s)	Indigenous Services Canada	Related articles	3, 4, 23
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (3)
Developed with partners	Yes (3)
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Through the [New Fiscal Relationship Grant](#), ISC provides flexible and predictable funding for 28 core program areas, with 18 additional First Nations joining the Grant in 2024-2025, bringing the total to 160. ISC also expanded eligibility to include First Nations-led service delivery entities, such as Tribal Councils and health authorities. Additionally, the New Fiscal Relationship Policy working group has engaged in exploratory discussions with co-development partners regarding the establishment of a First Nations Auditor General, fiscal policy functions, and the potential for a statutory transfer funding regime. In 2024, ISC completed five years of engagement on the National Outcome-Based Framework concept, resulting in adaptable resources to support First Nations-led reporting on socio-economic outcomes.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

ISC holds bi-weekly technical working group meetings on the New Fiscal Relationship Grant and Policy with the Assembly of First Nations, the First Nations Financial Management Board, and Aboriginal Financial Officers Association of Canada. The Strategic Policy and Planning (SPP) team is leading the co-development of a new fiscal relationship, focusing on flexible and predictable funding arrangements, strengthened financial management practices, and capacity-building projects. The new fiscal relationship shifts away from compliance-based reporting and accountability primarily to the Government of Canada, toward a model that prioritizes First Nations governments' accountability to their citizens for improved outcomes. Although ISC aims to share information and make consensus-based decisions, it currently lacks allocated funds for co-development activities, highlighting the importance of transparent collaboration to build trust and enhance cooperation.

Indigenous partner perspectives on implementation

Some Indigenous partners noted that this Action Plan measure was advanced through three working groups between First Nations and ISC. The Governance Modernization Working Group worked to produce a proposal seeking additional funding for ISC's governance and capacity development funding programs (Band Support Funding, Band Employee Benefits, Professional and Institutional Development, and Tribal Council Funding). The New Fiscal Relationship (NFR) Policy Working Group worked to advance other NFR-related recommendations from the Joint Advisory Committee on Fiscal Relations (JACFR) report, including recommendations concerning the establishment of a First Nations Auditor General, the implementation of statutory funding for qualified First Nation governments, and the repeal of the *First Nations Financial Transparency Act*, among others. Some partners noted

that the successful implementation of this APM would include receiving financial resources to co-develop policy and legislative options to close socio-economic gaps and support fiscal and governance capacity for First Nations.

Milestones

#	Milestone	Status	Timeline
1	The National Outcome-Based Framework is advanced as a set of adaptable resources to support First Nations-led Outcome-Based Reporting. [ISC]	Complete	NA
2	In 2025-2026, for the first time, ISC will be accepting First Nations-led service delivery entities into the New Fiscal Relationship Grant. [ISC]	Implementation ongoing	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 2

Honouring pre-1975 treaties and treaty relationships

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 37
		Related APMs	NA

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

During the development of the [Action Plan](#), Treaty First Nations emphasized the importance of reaffirming pre-1975 Treaty relationships based on mutual respect, self-determination, and a nation-to-nation relationship. They expressed a desire to engage in co-developing approaches, including the reconvening of Treaty Councils where desired, to facilitate the renewal and honorable implementation of pre-1975 Treaties, along with establishing a shared vision and common understanding of their spirit and intent. The Government of Canada is committed to working with interested pre-1975 Treaty partners to explore options for renewing these Treaty relationships, including the creation of bilateral forums for discussions on Treaty implementation.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Initial meetings with interested pre-1975 Treaty partners on the implementation of this measure has begun. CIRNAC will continue to explore ways to support consultation and cooperation with pre-1975 Treaty partners to co-develop options for honourable implementation.

Indigenous partner perspectives on implementation

Some First Nations partners have noted concerns regarding the lack of specific commitments to historic treaties within the UN Declaration Act Action Plan. Some partners noted that efforts are underway to secure funding for a gathering and a proposed treaties directorate, aimed at facilitating honorable implementation and improving collaboration among Treaty partners. However, discussions with the Government of Canada officials have revealed a lack of political mandate and funding to advance these initiatives, leaving the directorate's objectives uncertain despite alignment with the Ministerial mandate on pre-1975 treaties.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 3

Specific Claims program and resolution process reforms

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	18, 19, 28, 40
		Related APMs	NA

Status	Underway
Tracking	Behind
Requires legislation	Yes
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In 2022, CIRNAC was mandated to co-develop options for redesigning the Specific Claims process with First Nation partners. Co-development with the Assembly of First Nations was officially launched in November 2022. A co-developed paper setting out a possible model for a Specific Claims Resolution Centre and reformed resolution process was published on the Assembly of First Nations and CIRNAC websites in spring 2024. Feedback was requested and several engagements with First Nations and First Nation Organizations were conducted during fiscal year 2024-2025.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Informational materials regarding the specific claims reform were circulated to regional Indigenous organizations in Spring 2024 and made public on the specific claims website. Feedback was requested by December 2024 and First Nations partners were invited to meet with CIRNAC’s specific claims policy team to discuss the reforms. Several engagement sessions were conducted throughout the fiscal year. CIRNAC also received submissions and engagement reports on specific claims reform for several First Nations and First Nations organizations.

Indigenous partner perspectives on implementation

The Government of Canada has been meeting with First Nations partners to collaboratively develop a proposal for an Independent Centre for the Resolution of Specific Claims. The development of a reformed specific claims resolution process, including the Independent Centre, aims to achieve compliance with the UN Declaration, which involves broader reforms to the [Specific Claims Policy](#). First Nations continue to advocate that such reforms must expand the scope of compensable losses to include cultural losses and ongoing harms to align with the principles of just, fair, and equitable compensation as outlined in the UN Declaration and domestic jurisprudence. Detailed discussions regarding funding for specific projects occur within established relationships between Canada and Indigenous communities. However, this First Nations Priority did not progress significantly due to the dissolution of Parliament and continued divergence between First Nations and the Government of Canada on the measures necessary to achieve compliance with the UN Declaration.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 4

Collaboration on mechanisms and initiatives related to financial management

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	4, 5, 20, 39
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC has worked with JUS and the *First Nations Fiscal Management Act* (FNFMA) institutions to co-develop adaptation regulations to provide access to pooled borrowing for self-governing and modern treaty groups. The draft regulations is expected to come into force in 2025. CIRNAC has also worked closely with the First Nations Infrastructure Institute (FNII) Technical Working Group to co-develop budget options to support the full operationalization of the new Institute. In parallel, CIRNAC and the FNII Technical Working Group have supported the launch of two Governor in Council processes to appoint a Chairperson and 9 Directors to the initial board of the First Nations Infrastructure Institute. CIRNAC has also continued to support developmental work on pooled insurance/investment services.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CIRNAC maintains a close working relationship with the FNFMA institutions, holding periodic bilateral meetings at both working and executive levels to advance priorities and report on progress. Small group meetings are also conducted as needed to address specific issues or joint priorities, such as draft adaptation regulations. CIRNAC collaborates with the FNFMA institutions on proposed initiatives, striving to build consensus among all relevant partners to ensure that each initiative meets its objectives. Additionally, CIRNAC works with these institutions to co-develop options that inform government decision-making, such as the FNII budget proposal. However, Indigenous partners were excluded from drafting sessions with JUS regarding the adaptation regulations, necessitating CIRNAC to act as an intermediary, which resulted in extended timelines and additional rounds of comments for the drafting process.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 5

Additions to Reserve Policy redesign

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	10, 28, 30, 32
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In the past fiscal year, 58 First Nations communities and organizations were funded to lead engagement activities among their members and other rights-holders, resulting in a [published report](#) summarizing and analyzing the engagement outcomes from the previous two years. In summer 2024, CIRNAC launched a Technical Advisory Committee to address the technical aspects of the [Additions to Reserve \(ATR\) Policy redesign](#), which has been meeting biweekly to contextualize engagement results and refine nine interim changes aimed at simplifying and streamlining the process of adding land to reserve. Additionally, a subcommittee of the Technical Advisory Committee is developing implementation guidelines for these interim changes while broader efforts to redesign the ATR Policy continue.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Consultation efforts primarily involved First Nations leading engagement activities and providing CIRNAC with input and recommendations from these activities, while engagement events and bilateral discussions continued between CIRNAC, ISC, and First Nation leadership across the country. In summer 2024, CIRNAC launched a Technical Advisory Committee to address the technical aspects of the ATR Policy redesign, comprising representatives from the Assembly of First Nations, the First Nations Land Management Resource Centre, the National Aboriginal Land Managers Association, self-governing First Nations, and CIRNAC and ISC officials. The committee has been meeting biweekly since its inception to facilitate the redesign process.

Indigenous partner perspectives on implementation

A Technical Advisory Committee on Additions to Reserve was formed, including representatives from the Assembly of First Nations, CIRNAC, ISC, the Lands Advisory Board, and the National Aboriginal Land Managers Association. While the committee successfully recommended interim changes to the ATR Policy, this Action Plan measure remains under development. Successful implementation would aim to achieve a fundamentally redesigned Additions to Reserve Policy process that facilitates the timely and efficient return of lands to First Nations inclusive of policy and legislative reform that reflects the diversity of land regimes, acquisition, and development realities for First Nations. Partners noted that successful implementation demands localized engagement and the recognition of Indigenous knowledge systems.

Milestones

#	Milestone	Status	Timeline
1	Nine (9) interim changes to the existing ATR policy have been recommended and approved. The implementation of those changes is expected in Q1-Q2 of 2025-2026. [CIRNAC]	Implementation ongoing	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 6

Contaminated sites and waste management solutions for reserve lands

Lead department(s)	Indigenous Services Canada	Related articles	29
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	Yes (2)
Developed with partners	No
Can be disaggregated	Yes (2)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

As of March 31, 2024, ISC has supported the closure of 2,435 contaminated sites on reserve, with an additional 113 sites closed between April and December 2024. ISC also collaborates in the Joint Table on First Nations Waste Management to develop legislative options and address issues like unauthorized dumping, with meetings held in December 2024 and February 2025.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Joint Table on First Nations Waste Management held three in-person and two virtual meetings, bringing together First Nations representatives and federal officials to collaboratively address waste management issues and illegal dumping on reserve lands. Additionally, the ISC's [First Nations Waste Management Initiative](#) (FNWMI) convened its National Advisory Committee three times virtually and once in person to discuss program focus, implementation challenges, and strategic guidance for delivering the initiative. The Joint Table has also approved a Terms of Reference that establishes a consensus-based decision-making process.

Indigenous partner perspectives on implementation

Some Indigenous partners have noted that ISC has established a Joint Table with federal officials, First Nations representatives, and technical organizations to address inadequate waste management systems and unauthorized dumping on reserve lands. This initiative aims to identify legislative and policy options, culminating in a discussion paper for modernizing waste management, which will be validated through engagement with First Nations communities. Supported by the National Aboriginal Lands Managers Association, the Joint Table will hold four in-person meetings over six months to discuss key issues such as capacity building and training, with a focus on consensus-based decision-making. The final paper will be presented to decision-makers as a foundation for a Memorandum to Cabinet, emphasizing the need for full consultation and partnership with First Nations to ensure meaningful participation and address regional variations. Partners noted the support of a co-developed legislative approach and recommend embedding Traditional Ecological Knowledge (TEK) into policy design. Decisions must reflect the relationship Indigenous people have with the land and water, and the responsibility to maintain them for future generations.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 7

Indian Act registration and membership amendments through Bill C-38

Lead department(s)	Indigenous Services Canada	Related articles	NA
		Related APMs	FN8, FN9

Status	On hold
Tracking	Behind
Requires legislation	Yes
Requires regulation	No

Funding	Not funded
Indicators	Yes (2)
Developed with partners	No
Can be disaggregated	Yes (2)

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Following the Collaborative Process on Indian Registration, Band Membership, and First Nation Citizenship in 2018-2019, the Minister’s Special Representative submitted recommendations, particularly regarding enfranchisement and deregistration. An engagement and co-development period took place from August to December 2022, involving litigants, national and regional Indigenous organizations, and affected individuals, during which a consultation draft of the legislation was widely shared and recommendations were integrated before its introduction. Information sessions were held to explain the objectives of Bill C-38, which began its second reading on October 20, 2023, and continued on March 22, 2024. Bill C-38 ultimately did not receive Royal Assent after the prorogation of Parliament on January 6, 2025.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

Bill C-38 was in the House of Commons during the 2024-2025 fiscal year, with information sessions being made available throughout the Parliamentary process. Feedback from First Nation and non-First Nation experts indicated concerns that the bill did not adequately address broader challenges related to the *Indian Act*. In response, parallel initiatives were launched, leading to consultations starting on December 12, 2024, focused on co-development and co-design of broader reform efforts.

Indigenous partner perspectives on implementation

Some Indigenous partners are advocating for amendments to the *Indian Act* to eliminate discriminatory provisions affecting First Nations women and their descendants, particularly the second-generation cut-off and two-parent rule. There is a strong emphasis on the need for Canada to recognize First Nations' self-determination over citizenship matters and to provide dedicated funding for reforms. Some partners have raised concerns about the lack of immediate federal funding to support these initiatives, as maintaining the status quo contradicts commitments to the UN Declaration and the UN Declaration Act.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 8

Indian Act consultation process on registration and band membership reforms

Lead department(s)	Indigenous Services Canada	Related articles	NA
		Related APMs	FN7, FN9

Status	Underway
Tracking	On-track
Requires legislation	Yes
Requires regulation	No

Funding	Not funded
Indicators	Yes (1)
Developed with partners	Yes (1)
Can be disaggregated	Yes (1)

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The Minister launched the Collaborative Process on the Second-Generation Cut-off and Section 10 Voting Thresholds in November 2023. ISC has conducted a year-long information-sharing initiative, which includes a broad distribution of a rights-holders information kit and community-specific data sheets, as well as forming an Indigenous advisory process (IAP). Since April 2024, Registration Reform has held 45 information sessions that reached approximately 900 attendees. The consultation phase was launched on December 12, 2024 with the Call for Proposals, in which options for solutions can be submitted. Funding applications were being accepted until March 14, 2025, with final reports due May 30, 2025.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In 2024-2025, the consultation process was co-designed with 17 Indigenous organizations, as part of the Indigenous advisory process. The Indigenous advisory process provided recommendations on the design and delivery of the consultation phase and provided feedback on various deliverables. Recommendations from advisory members were provided in final reports, and the overarching themes were documented in a What We Heard Report, which will be made available online. ISC aims to provide open and ongoing information to foster relationship-building and trust with partners. The consultation phase launched on December 12, 2024, beginning with a Call for Proposals from First Nations to present their solutions. The consultation phase seeks to identify Indigenous-led solutions, which will undergo legal viability and impact assessments to inform future discussions.

Indigenous partner perspectives on implementation

Over the past year, the Indigenous Advisory Process (IAP) has supported First Nations' participation in legislative reform on registration and membership, including research on the impacts of the 1985 amendments and collaboration with experts. In addition, some partners have also noted the frustration that ISC lacks the mandate to implement this Action Plan measure. A policy discussion paper is being prepared for submission to ISC to advance self-determination citizenship models. Successful implementation requires co-developing legislative reforms that eliminate discrimination and allow First Nations to control citizenship outside the *Indian Act*, including a clear opt-in mechanism and dedicated funding for Nation-led initiatives. Concerns have been raised about the lack of federal funding, which undermines commitments to uphold Indigenous rights. Additionally, some partners have called for amending legislation to address historical gender inequality in the *Indian Act*, particularly regarding the second-generation cut-off, which discriminates against First Nations women and their descendants.

Advocacy efforts stress the need for ongoing work to align with recent international human rights recommendations.

Milestones

#	Milestone	Status	Timeline
1	Indigenous-Led Options for Solutions (Call for Proposals): Successful funding applicants will submit a report of their findings that include proposed solutions to the issues for consultation. [ISC]	Execution phase	Short-term
2	Legal Viability and Impact Assessment: Once options for solutions are received, the Department alongside a Registration Reform and Legal Solutions Committee (RRLSC) will assess their legal viability and predict their long-term impacts, to be widely shared. [ISC]	Not started	Short-term
3	Indigenous-led consultation events: First Nations and impacted Indigenous individuals may come together in consultation events to consider the solution that they believe best addresses the issues. [ISC]	Not started	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 9

Opt-in alternatives to *Indian Act* registration and membership

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada, Indigenous Services Canada	Related articles	3, 9, 33
		Related APMs	FN7, FN8

Status	Planning
Tracking	NA
Requires legislation	Yes
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC has engaged with the Assembly of Manitoba Chiefs to collect input on key considerations and issues identified by Manitoba Nations to support a broader initiative for First Nation Citizenship. This Action Plan measure complements First Nation priorities 7 and 8 as an alternative to further amendments to the *Indian Act* to support a path away from *Indian Act* registration and membership.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Assembly of Manitoba Chiefs received funding to develop recommended law and policy options for reforming First Nation registration and band membership under a First Nation citizenship model, as outlined in the *Indian Act*. Their proposal includes examining federal recognition vehicles for First Nation citizenship laws, establishing entities to manage citizenship and dispute resolution mechanisms, and addressing funding and fiscal arrangements. However, the initiative faces limitations due to the limited funding available through internal resources.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 10

First Nations policing legislation

Lead department(s)	Public Safety Canada	Related articles	35
		Related APMs	NA

Status	Underway
Tracking	Behind
Requires legislation	Yes
Requires regulation	Maybe

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

PS undertook a comprehensive engagement process and worked with key partners, including Provinces and Territories, the First Nations Chiefs of Police Association (FNCPA) and the First Nations Police Governance Council (FNPGC), to build consensus on the purpose and objectives of the legislation. This included two rounds of public engagement with First Nations (spring 2022 and winter 2024). Following this engagement, PS worked with key partners in 2024-2025 to finalize the elements to inform legislation. Additional information on the engagement process, including the proposed elements, is available on the PS website.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

PS engaged in 12 bilateral discussions with the FNCPA and 4 with the FNPGC, which contributed to finalizing the elements that set out the policy intent for future legislation. PS also participated in the FNCPA and FNPGC's Annual Conferences to ensure their membership remained informed throughout the process. Key issues were brought to partners for discussion and deliberation, with decision-making regarding the policy objectives for the proposed legislative options being based on consensus. PS also met with First Nations police services and board representatives upon request. Although identified as the original co-development partner, the Assembly of First Nations expressed opposition to the scope of a future legislation, citing concerns over the lack of recognition of First Nations jurisdiction over policing.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	A Bill is tabled in Parliament. [PS]	NA	NA

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 11

First Nations jurisdiction in respect of CMHC on-reserve housing programs

Lead department(s)	Canada Mortgage and Housing Corporation	Related articles	3, 4, 21, 23
		Related APMs	NA

Status	Not started
Tracking	NA
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

CMHC has prioritized research to explore transferring on-reserve housing programs and funding to First Nations. Key initiatives include a 2024 report identifying barriers and options for this transfer, emphasizing the need for First Nations-led governance, sustainable funding and flexible, self-determined housing solutions, and a 2025 report exploring the pathways to First Nations housing systems, outlining the benefits of self-determined housing systems, and exploring governance, programs, capacity, and financing. CMHC also supports the transformation strategy of the First Nations Market Housing Fund for eventual transfer to First Nations control.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

ISC is mandated to transfer housing responsibilities to Indigenous organizations (see First Nations Priority 15). However, CMHC does not fall under this mandate. CMHC is taking proactive steps to support reconciliation and aims to seek the necessary mandate to engage in discussions about the transfer of CMHC housing programs and funding for First Nations on reserve.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 12

First Nations increased control over health services delivery

Lead department(s)	Indigenous Services Canada	Related articles	NA
		Related APMs	FN13

Status	Underway
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	Yes (3)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The Government of Canada is supporting First Nations-led health initiatives to enhance control over health services and promote cultural safety and self-determination. Key achievements for 2024-2025 include various agreements in principle being finalized or developed by different First Nations organizations, the initiation of health service models, and a symposium to share best practices. Ongoing discussions are also taking place to improve health service approaches for First Nations in British Columbia.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The [Health Transformation initiative](#) focuses on collaboration with partners to enhance community health services and supports. Key activities for 2024-2025 include creating implementation plans, sharing financial information, hosting a Health Transformation Symposium, and engaging with potential partners, particularly provincial ones. Many First Nations face urgent health needs, making it challenging to prioritize long-term health transformation efforts. It is essential for First Nation partners to progress at their own pace and build capacity for a full service transfer.

Indigenous partner perspectives on implementation

Some Indigenous partners have noted that efforts to arrange a meeting with Government of Canada representatives at ISC to discuss implementation have been unsuccessful since July 2024. Additionally, a funding proposal for health transformation was denied, and significant issues with Jordan's Principle funding in communities have raised concerns about the implementation of the UN Declaration in health. There is a strong hope that these issues will receive urgent attention in the next fiscal year.

Milestones

#	Milestone	Status	Timeline
1	2 Groups aiming to complete the Agreement in Principle by the end of March 2025. Tajikeyimik (Nova Scotia) and KIM (Manitoba). [ISC]	Execution phase	Short-term
2	NAN working to draft a Charter Implementation Protocol (e.g. Agreement in Principle) in mid 2025-2026. [ISC]	Execution phase	Medium-term
3	FNQLHSSC developing a governance entity in discussions with FNIHB on direction to streamline approach. [ISC]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 13

First Nations health programs and services transfer

Lead department(s)	Indigenous Services Canada	Related articles	NA
		Related APMs	FN12

Status	Underway
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	Yes (3)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

See update to First Nation Priority 12 for information related to this Action Plan measure.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

See update to First Nation Priority 12 for information related to this Action Plan measure.

Indigenous partner perspectives on implementation

See update to First Nation Priority 12 for information related to this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	2 Groups aiming to complete the Agreement in Principle by the end of March 2025. Tajikeyimik (Nova Scotia) and KIM (Manitoba). [ISC]	Execution phase	Short-term
2	NAN working to draft a Charter Implementation Protocol (e.g. Agreement in Principle) in mid 2025-2026 [ISC]	Execution phase	Medium-term
3	FNQLHSSC developing a governance entity in discussions with FNIHB on direction to streamline approach. [ISC]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 14

Income Assistance program improvements on reserve

Lead department(s)	Indigenous Services Canada	Related articles	21
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (2)
Developed with partners	No
Can be disaggregated	Yes (2)

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The Income Assistance Program offers crucial financial support to First Nation communities and organizations, enabling individuals and families to meet their basic needs, such as food, clothing, and rent, as well as addressing special needs. In the 2024 Budget, the government announced additional funding specifically for Income Assistance recipients with disabilities, aimed at helping them cover essential living expenses and disability-related costs. This initiative is designed to promote the full participation of individuals with disabilities in social and economic life, ensuring they have the necessary resources to thrive within their communities. By enhancing the program's support for those with disabilities, the government aims to foster greater equity and inclusion for all First Nation members.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Since 2018, the Department has been collaborating with First Nation partners to reform the Program to better meet the needs of individuals and families on reserve. In 2024-2025, the Department continued its bi-weekly co-development working group with the Assembly of First Nations and worked with Maritime First Nations leadership to support research and develop a governed system for enhanced social program delivery in Nova Scotia, New Brunswick, and Prince Edward Island. Indigenous partners play a key role in informing the Department's decisions regarding the IA program's responsiveness to First Nations' needs.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Disability income supports will be fully implemented in all First Nation communities to eligible income assistance recipients with disabilities in 2025-2026. [ISC]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 15

Housing and infrastructure on reserve

Lead department(s)	Indigenous Services Canada	Related articles	21, 23
		Related APMs	NA

Status	Implementation ongoing
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Between April 1 and December 31, 2024, ISC invested \$2.44 billion in infrastructure projects on-reserve. These projects involved the construction of new facilities as well as repairs to existing ones. This investment builds on the more than 11,000 projects launched since 2016 and includes the completion of more than 1,000 infrastructure projects, which involved the construction of new facilities as well as repairs to existing ones. Notably, from January to December 2024, First Nations completed work on 716 new homes, significantly enhancing housing infrastructure in their communities.

ISC supports First Nations partners in developing solutions from the ground up to advance the shared goal of transferring the responsibility for housing and community infrastructure programs to First Nation-led organizations. ISC and mandated First Nation-led organizations are in the process of determining new models for the delivery of housing and infrastructure service that meet the diverse needs, priorities and approaches of rights-holders while recognizing and implementing their inherent right to self-determination.

Currently, ISC is working with 18 transfer tables with the ultimate goal being the full transfer of control of on reserve housing and infrastructure programming, supported by sufficient, innovative funding mechanisms. Of note, to date, 11 transfer tables have scopes specific to housing.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In 2024-2025, ISC collaborated with First Nations on various initiatives, including infrastructure project policies and housing strategies aimed at improving community well-being. While First Nations set their own priorities and provide valuable feedback, achieving transparency in these efforts is often hindered by Cabinet confidentiality and the need to protect sensitive information. Effective engagement requires sufficient time and honest dialogue to manage expectations and build trust in a nation-to-nation relationship, ensuring that the unique needs and perspectives of Indigenous communities are adequately represented in policy development and implementation.

ISC support for engagements with communities, operators and leadership helps to further to develop and refine these new service delivery models. All models are opt-in and must be supported by leadership. Engagements guide the development of the group or organization and ultimately provides the foundation for First Nations care and control of housing and infrastructure service delivery.

Based on the needs identified through these engagements, First Nations organizations will continue to refine and finalize the scope of services they will be responsible for delivering.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 16

Lifting drinking water advisories

Lead department(s)	Indigenous Services Canada	Related articles	21, 23
		Related APMs	NA

Status	Underway
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The Government of Canada has prioritized ensuring that First Nations on reserves have access to safe, clean, and reliable drinking water, and progress is being made through partnerships with First Nation communities. Since November 2015, and as of March 31, 2025, First Nations, with support from ISC, have successfully lifted 147 long-term drinking water advisories on public systems on reserve, while 302 short-term advisories were prevented from becoming long-term. From April 1, 2024, to March 31, 2025, three long-term drinking water advisories were lifted, along with 26 short-term advisories. As of March 31, 2025, there are still 35 long-term drinking water advisories in place across 33 First Nations communities.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

ISC is providing funding support to enhance the capacity and certification of water operators for First Nations individuals, with the goal of lifting drinking water advisories. In 2024-2025, ISC has partnered with ESDC to facilitate this initiative, ensuring that First Nations have the necessary skills and training to manage their water systems effectively. Additionally, funding for water and wastewater infrastructure projects is available through the Capital Facilities and Maintenance Program (CFMP), which allows First Nations to apply for resources based on their specific project proposals. This approach not only aims to improve the quality of drinking water but also empowers Indigenous communities by building local expertise and capacity in water management.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 17

First Nations drinking water and wastewater service transfer and legislation

Lead department(s)	Indigenous Services Canada	Related articles	21, 23
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

ISC facilitated the development of eighteen transfer tables involving First Nations organizations and Tribal Councils, of which five have scopes including water. Over half of all First Nations have been engaged in some form regarding housing and infrastructure service transfer.

Between 2018 and 2023, Canada collaborated with First Nation rights-holders to introduce Bill C-61, the proposed First Nations Clean Water Act. The Bill was studied by the Standing Committee on Indigenous and Northern Affairs in 2024-2025. However, the election called in March 2025 has ended the 44th Parliament session and progress on Bill C-61.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In 2024, the transfer team engaged with various First Nations partners both virtually and in-person to facilitate the transfer of housing and infrastructure services, which is essential for empowering First Nations organizations to make decisions that align with their community needs. This collaborative process aims to enhance the capacity of Indigenous communities to manage their own services effectively. However, the funding for this initiative is set to sunset, and partners have stressed the importance of renewing this support to maintain relationships and uphold commitments to reconciliation and self-determination. In-person engagements are particularly valued for fostering trust and open dialogue, allowing for more meaningful discussions about the unique challenges and priorities faced by First Nations in managing their housing and infrastructure needs.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 18

Accessible Canada Act implementation on First Nations reserves

Lead department(s)	Employment and Social Development Canada	Related articles	21, 22
		Related APMs	SP85, IN15

Status	Planning
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

As part of the broader engagement on the [Disability Inclusion Action Plan](#) (DIAP), ESDC has provided limited funding to Indigenous partners to conduct consultations on accessibility. Some funding has also been allocated through contracts, which have supported the development of a framework and strategy for First Nations-led approaches to addressing accessibility barriers. This work has informed the December 2024 Chiefs in Council resolution 71/2024, which rejected the *Accessible Canada Act* and called for the advancement of distinct accessibility legislation for First Nations. Consequently, ESDC is now tasked with developing a specific approach to accessibility that includes options for creating First Nations-specific legislation. However, a comprehensive engagement strategy tailored for the co-development of the *Accessible Canada Act* has not yet been initiated due to a lack of funding.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

As part of the broader engagement efforts related to the Disability Inclusion Action Plan, the department reached out to Indigenous partners to address accessibility issues. This fiscal year, discussions and outreach were conducted to amend Engagement Protocol Agreements with six national Indigenous partners to provide funding that supports engagement on accessibility and the development of distinct First Nations approaches. Additionally, the Accessible Canada Directorate and Innovation 7 organized a series of sharing circles with community representatives, including individuals with disabilities and their caregivers, to facilitate open dialogue and gather valuable insights.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Publication of “What was Heard” summary following engagement activities. [ESDC]	NA	NA

Other departments and agencies that contributed to this APM: None

Annex B: First Nations Priority 19

First Nations control of First Nations education

Lead department(s)	Indigenous Services Canada	Related articles	3, 4, 5, 14
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (2)
Developed with partners	Yes (2)
Can be disaggregated	Yes (2)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

In 2024-2025, ISC's [Elementary and Secondary Education Program](#) provided funding to support the delivery of over 530 First Nations-administered education programs across the country. This funding enabled approximately 120,180 First Nations students residing on reserve to attend First Nations-administered schools, as well as provincial, private, and federal schools. To date, 11 regional education agreements have been signed, with 9 remaining active. As of March 2025, these agreements support over 25,000 students in five provinces. As of March 31, 2025, 53 First Nation organizations across Canada accessed regional education agreement (REA) development funding to either participate at a regional technical table or to engage in REA development discussions. Active discussions are ongoing with more than 15 organizations, some of which have reached table level agreement.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

ISC collaborated with over 50 First Nations to enhance education agreements and outcomes for First Nations students on reserves. In addition to core elementary and secondary education funding, ISC provides funding through targeted education programs. The proposal-based Education Partnerships Program (EPP) supports partnerships between First Nations education organizations and provincial or territorial systems, providing opportunity for formal consultations and community engagement sessions to improve educational outcomes for First Nations students. Continuous dialogue and feedback mechanisms are maintained to ensure that decisions are responsive to emerging issues and community needs.

Canada also continues to hold collaborative discussions with First Nations partners through regional technical tables to guide implementation of the Elementary and Secondary Education Program and identify and address First Nations' education needs. The principle of First Nations control of First Nations education guides all of Indigenous Services Canada's work in this area.

Indigenous partner perspectives on implementation

Some Indigenous partners noted their efforts are focused on advocating for First Nations Regional Education Agreements (REA) to enhance educational outcomes for First Nations communities. This involves collaboration with ISC to align education programs with the principles outlined in the UN Declaration, emphasizing the importance of First Nations' control over their educational systems. Achieving success in this initiative would

require ISC to recognize and uphold First Nations' rights to education while ensuring that adequate funding is provided to improve educational opportunities. By addressing these needs, the goal is to close the educational gap between First Nations and non-Indigenous Canadians, ultimately fostering a more equitable and inclusive education system that respects Indigenous perspectives and cultural values.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 1

Co-developing approaches to implement Inuit self-determination

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 18, 34
		Related APMs	IN9

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The Crown is actively supporting the Inuit-Crown Partnership Committee (ICPC) and has established an Inuit Nunangat Policy (INP) Implementation Task Group to co-develop a Cabinet Directive on the Implementation of the INP. This Task Group, which includes officials from CIRNAC, ITK, and four Inuit Treaty Organizations, has been meeting weekly since May 2024. The policy option for the Cabinet Directive developed by the Task Group was approved by Full Cabinet in December 2024, and efforts are now focused on implementing the Policy and Cabinet Directive, emphasizing training, tools, and guidance for federal departments and agencies.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CIRNAC and Inuit representatives collaborated throughout 2024 on the co-development of a Cabinet Directive on the implementation of the INP, engaging in multiple forums and meetings, including visioning exercises and Leaders meetings of the Inuit-Crown Partnership Committee. The INP Implementation Task Group met weekly to develop a comprehensive policy option for the Cabinet Directive, which received conditional approval in November 2024. However, the process faced challenges, including capacity limitations on both sides. The in-person visioning exercise proved crucial for aligning the understanding of the Cabinet Directive's implementation among participants, ensuring that the perspectives and needs of Inuit communities were effectively integrated into the final policy framework. As a result, the focus is now on advancing the implementation of the approved Cabinet Directive and creating a guidance document to support its application.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	CIRNAC and Inuit are now working on developing a guidance document to support the implementation of the Inuit Nunangat Policy, as identified in the Cabinet Directive. [CIRNAC]	Implementation ongoing	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 2

Inuit Nunangat approach to modern treaty implementation

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	27, 37
		Related APMs	MT1

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The Inuit Nunangat Policy, endorsed in April 2022, is a comprehensive whole-of-government approach designed to guide the development and renewal of all federal policies, programs, services, and initiatives that apply to or benefit Inuit in Inuit Nunangat. Its implementation supports existing modern treaties and self-government agreements, reinforcing the processes established for their implementation and review, as well as the relationships and objectives outlined within them, alongside other relevant federal principles, policies, and directives. The Cabinet Directive issued in December 2024 mandates that Canada provide guidance to federal departments within a year, which will aid in implementing, monitoring, and assessing the Modern Treaty Implementation Policy. Inuit partners remain actively engaged in the implementation and evaluation of this policy through the Inuit Leadership Forum and working groups established under the Inuit-Crown Partnership Committee (ICPC).

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Inuit Modern Treaty partners are actively participating in the ICPC and working groups from the Intergovernmental Leaders Forum to ensure the effective implementation of the Inuit Nunangat approach within the Modern Treaty Implementation Policy. Section 5 of the policy mandates that the approach must not disadvantage Inuit, enhance coordination for equitable access to federal programs, and involve Inuit in the early stages of program renewal or design.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 3

Amending Inuit modern treaties

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 23, 32, 37
		Related APMs	IN2, MT1, MT3, SP25

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

There are ongoing efforts related to various Indigenous land agreements in Canada. The Memorandum of Understanding to Advance Reconciliation with Inuvialuit set out the process to modernize Inuvialuit Treaty rights to reflect advancements in section 35 rights post-land claim, was signed by the Minister of CIRNAC and the Chair of the Inuvialuit Regional Corporation on March 6, 2024. The Labrador Inuit Land Claims Agreement is advancing priorities, including a Fiscal Financing Review and Renewal, while progress is being made addressing implementation issues under the Nunavik Inuit Land Claims Agreement Implementation Plan.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Ongoing efforts related to various Indigenous land agreements in Canada include the renewal of the Inuvialuit Final Agreement, which emphasizes the importance of consulting Inuvialuit Regional Corporation on desired changes. The newly renewed Implementation Contract offers many opportunities for the parties to collaborate on the work ahead, while discussions regarding the Labrador Inuit Land Claims Agreement are based on tripartite consensus. Additionally, initiatives with Nunavik Inuit are progressing, including implementation committee meetings and negotiations for a new housing agreement, highlighting the need for collaboration and effective communication among all parties involved.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Amendment of the 1990 James Bay and Northern Quebec Agreement. [CIRNAC]	Planning phase	Medium-term
2	New tripartite Nunavik Housing Agreement. [CIRNAC]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: CRA, TC

Annex B: Inuit Priority 4

ICPC as the primary mechanism to advance priorities

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	18, 20, 23, 29, 37
		Related APMs	IN8

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC has been actively engaged with the Inuit-Crown Partnership Committee to advance Inuit land claims implementation, Inuktitut revitalization, and education. In addition, TBS co-chaired the annual Review Committee meeting with Nunavut Tunngavik Incorporated (NTI) to monitor and review the outcomes of the Nunavut Directive, including discussion of procurement and real property leasing data, and to identify evidence-based opportunities to improve the application of the directive. Various engagements with NTI facilitated cooperation on implementation planning, including preparations for the first five-year independent review of the directive. Additionally, TBS organized an information session on the directive's requirements, attended by around 230 participants from federal departments, demonstrating a commitment to advancing Inuit priorities within the Nunavut Settlement Area.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

During the reporting period, federal ministers met with the Inuit-Crown Partnership Committee Leaders twice in May and November 2024, with the Senior Official meetings held in April and October 2024 and February 2025 to ensure a unified approach and provide updates on priority areas. Working and sub-working groups focused on completing work plan deliverables across several priority areas, with all meeting materials co-developed. In addition, TBS collaborated with NTI to plan the agenda for the fourth annual Review Committee meeting, co-chaired with NTI in June 2024. Throughout the year TBS with partner departments, engaged with NTI for the upcoming five-year independent review of the Nunavut Directive, with NTI expressing a desire for more qualitative data.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Continue to advance ICPC co-developed priorities and meet the milestones identified in numerous workplans. [CIRNAC]	Implementation ongoing	Medium-term

Other departments and agencies that contributed to this APM: TBS

Annex B: Inuit Priority 5

ICPC as a mechanism to implement UN Declaration Act

Lead department(s)*	Justice Canada	Related articles	NA
*Modified following release of the Action Plan		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The Inuit-Crown Partnership Committee Legislative Priorities Working Group (ICPC-LPWG), co-chaired by ITK and JUS, has drafted guidance for consulting with Inuit regarding the implementation of the UN Declaration Act and its obligations. The group is also focused on ensuring progress on JUS-led Action Plan measures and is developing a critical path for coordinating efforts between federal departments and Inuit on priority measures. An initial mapping exercise has started, but further information from other government departments is needed to advance this work.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The ICPC-LPWG met approximately monthly to advance initiatives related to the implementation on the Action Plan measure, including consultation and cooperation guidance. Discussions focused on clarifying the guidance's scope, purpose, and audience, with materials exchanged between ITK and JUS to reach a consensus on language and content. Smaller working meetings were also held as needed.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 6

Periodic reporting to ICPC

Lead department(s)*	Justice Canada	Related articles	NA
*Modified following release of the Action Plan		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

ITK and JUS co-chair the Inuit-Crown Partnership Committee (ICPC) Legislative Priorities Working Group (LPWG), with JUS participating in both Senior Officials meetings (SOM) and Leaders meetings. The LPWG serves as a forum for collaborative efforts to ensure progress on JUS-led Action Plan measures and to advance initiatives within its mandate. Progress is reported through the ICPC structure at Senior Officials and Leaders meetings, as well as in the ICPC Annual Report on Progress, which was tabled and approved at the ICPC-SOM in February 2025. Additionally, while not developed or approved through the ICPC process, the UN Declaration Act Annual Report is shared with ITK and Inuit Treaty Organizations, which may contribute to its development.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The ICPC-LPWG met approximately monthly during the fiscal year to advance initiatives related to the Action Plan measure. They collaboratively drafted and approved their input for the ICPC Annual Report on Progress, which was tabled at the ICPC-SOM in February 2025. The initial draft by JUS was reviewed and amended by Inuit partners before final approval by both Inuit and federal members of the LPWG.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 7

ICPC as the exclusive body to review and amend the Action Plan’s Inuit chapter

Lead department(s)*	Justice Canada	Related articles	NA
*Modified following release of the Action Plan		Related APMs	NA

Status	Not started
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Implementation of this Action Plan measure has not yet started. It will be coordinated with work to advance SP20 to review and update the Action Plan as needed.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

Implementation of this Action Plan measure has not yet started.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 8

ICPC permanency

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	18, 20, 23, 29
		Related APMs	IN4

Status	Planning
Tracking	Behind
Requires legislation	Maybe
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC noted that due to competing priorities little progress was made on this over the 2024-2025 fiscal year.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

There have been ongoing, periodic discussions between CIRNAC and Inuit partners on this shared priority during the 2024-2025 fiscal year.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 9

Inuit-Crown Co-Development Principles and Inuit Nunangat Policy

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	18, 20, 23, 29
		Related APMs	IN1

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

At the Inuit-Crown Partnership Committee (ICPC) Leaders meeting on May 9, 2024, federal and Inuit leadership agreed to co-develop a Cabinet Directive for the implementation of the Inuit Nunangat Policy (INP). An INP Implementation Task Group was formed, meeting weekly to create policy options for the Cabinet Directive, which led to the Cabinet Directive being approved by Full Cabinet in December 2024. CIRNAC and Inuit are now focused on implementing the Policy and Cabinet Directive, emphasizing training, tools, and guidance for federal departments and agencies.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CIRNAC and Inuit representatives co-presented at various forums, engaging in bilateral meetings with Inuit Tapiriit Kanatami (ITK) from January to May and participated in a visioning exercise in April 2024 that included officials from CIRNAC, ISC, DFO, the Canadian Coast Guard, ITK, and the four Inuit Treaty Organizations. The in-person visioning exercise was crucial for ensuring a shared understanding of the Policy's implementation among all participants. In May 2024, during the ICPC Leaders meeting, the Prime Minister committed to co-developing a Cabinet Directive on the implementation of the INP. Following this, the INP Implementation Task Group met weekly from May to December 2024 to develop policy options to support the Cabinet Directive, which received conditional approval at a subsequent Leaders meeting in November 2024. Both the Policy and the Cabinet Directive were co-developed with Inuit partners.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	CIRNAC and Inuit are now working on co-developing a guidance document to support the implementation of the INP as identified in the Cabinet Directive on the Implementation of the INP. [CIRNAC]	Implementation ongoing	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 10

Guidelines to engage Inuit Treaty Organizations on international issues

Lead department(s)	Global Affairs Canada	Related articles	NA
		Related APMs	SP72

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

From mid-2024 through December 2024, consultations were conducted with Inuit Tapiriit Kanatami (ITK) and other Indigenous organizations to develop a questionnaire for a mapping exercise involving 26 structured interviews and focus groups with approximately 80 participants from six government branches and 16 federal departments. This effort aimed to gather input on consultation protocols, cooperative mechanisms, and challenges in engaging Indigenous rights-holders on international matters. The project team analyzed these insights to identify best practices, resource gaps, and policy needs, with findings to be shared in follow-up sessions for co-developing policy guidelines. However, insufficient resources, including staff capacity and funding for travel, hindered meaningful engagement, while limited expertise in distinctions-based co-development complicated coordination. Additionally, the lack of a centralized directory of Indigenous organizations led to reliance on broad national bodies. Finally, it should be noted that work on this Action Plan measure is being carried out in tandem with Shared Priority 72, as both relate to advancing cooperation with Indigenous rights-holders on international issues and the United Nations system.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

See above.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Finalize and distribute mapping exercise summary report on the federal government's Indigenous Engagement in international activities. [GAC]	Planning phase	Medium-term
2	Establish Interdepartmental Working Group on Shared Priority 72 and Inuit Priority 10. [GAC]	Planning phase	Medium-term
3	Engage NIOs on co-development process. [GAC]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 11

Co-developing regulations for Inuktit federal services

Lead department(s)	Canadian Heritage	Related articles	13
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

PCH is actively working to improve access to federal services in Indigenous languages in alignment with the *Indigenous Languages Act*, which outlines a process for formalizing this access through agreements, arrangements, and regulations. The department engaged with over 20 federal departments and agencies, collaborating with Nunavut Tunngavik Incorporated to assess the federal government's capacity to provide services in Inuktit in Nunavut and to identify opportunities for enhancing these services.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In collaboration with Nunavut Tunngavik Incorporated, Canadian Heritage has launched a survey to identify existing federal services in Inuktit and has identified pilot projects aimed at enhancing service delivery through various federal departments. The department is also engaging with over 20 federal agencies to assess capacity needs for implementing a continuum of services, which will help inform opportunities to expand federal services and develop potential regulations. The advancement of access to federal services in Indigenous languages and the co-development of regulations are guided by Indigenous partners, who play a crucial role in influencing decision-making throughout the process.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	PCH is working to determine the federal government's capacity to support increased access to services in Inuktit in Nunavut including those related to translation and/or interpretation through an engagement strategy with over 20 departments. [PCH]	Execution phase	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 12

Inuit country or traditional foods framework

Lead department(s)	Agriculture and Agri-Food Canada, Canadian Food Inspection Agency	Related articles	20
		Related APMs	NA

Status	Planning
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

During the 2024-25 fiscal year some progress was made in advancing the goals of this Action Plan measure. Federal and Inuit partners worked closely throughout 2024 to co-develop the the country food activities on the Inuit-Crown Partnership Committee (ICPC) work plan for food security. The work plan was approved by the ICPC Leaders in the fall of 2024. In January 2025, Inuit and federal partners reviewed and updated the work plan based on additional insights gathered from Inuit partners. Delivery of the work plan is anticipated to begin in 2025-2026.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

During the reporting period, federal partners and Inuit Tapiriit Kanatami engaged in bilateral discussions and additional sessions with Inuit partners to build trust and exchange knowledge for the co-development of the work plan for this Action Plan measure. Through ongoing dialogue, both federal and Inuit partners collaborated closely to create the work plan, employing a consensus approach that allowed for collective decision-making and mutual negotiation to achieve shared goals. However, the CFIA was unable to provide capacity funds for 2024-2025 fiscal year and CFIA anticipates the flow of capacity funding to Inuit Tapiriit Kanatami beginning in 2025-2026, some of which may be redirected to Inuit Treaty Organizations to support their participation..

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 13

Inuit health equity and self-determination over health services

Lead department(s)	Indigenous Services Canada	Related articles	NA
		Related APMs	SP7, SP8, SP71, IN14, ME11

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	Yes (4)
Developed with partners	Yes (1)
Can be disaggregated	Yes (1)

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Progress has been made on various initiatives aimed at supporting Inuit communities. For example, \$10 million was allocated in 2024-2025 towards the construction of Aqqusariaq, a recovery centre that will provide treatment for substance use and trauma, in addition to the \$47.5 million over 5 years and \$9.7 million ongoing that was previously announced, with the project on track for substantial completion by December 2025. Additionally, the [Inuit Child First Initiative](#) (CFI) has been crucial in ensuring equal access to essential government funded health, social and educational products, services, and supports for Inuit children, with nearly 49,800 products, services, and supports approved in 2024, and a one-year funding extension of \$121.7 million until March 31, 2026. Collaborative efforts with Inuit organizations led to federal endorsement for the principle of a Shared Responsibility Model and progress towards its development, which aims to increase Inuit participation in the design and delivery of the Initiative.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Government of Nunavut and Nunavut Tunngavik Incorporated conducted community consultations in late fall 2024, focusing on the future governance model for Aqqusariaq, an initiative that has been devolved by ISC through funding for construction and operational costs. Throughout the 2024-2025 fiscal year, ISC engaged in regular meetings with Inuit partners to advance the co-development of the Inuit-specific long-term approach for the Inuit Child First Initiative, ensuring that Inuit partners played a crucial role in decision-making. Additionally, ISC officials collaborated with various Indigenous partners on the design and implementation of the Indigenous Health Equity Fund, where regional leadership influenced funding distribution, although challenges in coordination within governance structures affected timely implementation. Overall, these efforts highlighted the importance of consultation and collaboration with Indigenous communities in shaping health initiatives and governance models.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Endorsement by Inuit leadership and Canada of the National Framework and interim regional approaches to the Inuit-specific long-term approach. [ISC]	Execution phase	Short-term
2	Completed construction of Aqqusariaq (the substantial completion date for the centre is slated for December 2025). [ISC]	Execution phase	Medium-term
3	Develop implementation plan for the Inuit-specific long-term approach to the Inuit Child First Initiative. [ISC]	Not started	Medium-term
4	Implementation of the long-term Inuit-specific approach to the Inuit Child First Initiative. [ISC]	Not started	Long-term

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 14

FPTI collaboration on Inuit social conditions and health services

Lead department(s)	Various	Related articles	NA
		Related APMs	SP7, SP8, SP71, IN13, ME11

Status	Underway
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	Yes (3)
Developed with partners	Yes (1)
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Within the reporting period, ISC collaborated closely with First Nations, Inuit, and Métis communities to implement the [Indigenous Health Equity Fund](#), distributing funding to support Indigenous-led approaches to quality and culturally safe health services. Additionally, ISC worked with HC to facilitate trilateral discussions involving federal, provincial, and territorial Ministers of Health along with regional Indigenous leadership to address shared health priorities. In 2024-2025, ISC provided an additional \$10 million for the construction of Aqquariaq, which is on track for substantial completion by December 2025.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

ISC officials have collaborated with national and regional Indigenous partners to design and implement the Indigenous Health Equity Fund, focusing on its objectives and funding distribution influenced by regional leadership. However, a lack of coordination within regional governance structures hindered the timely implementation of funding. Ongoing consultations occurred through the Nunavut Partnership Table on Health, which receives updates from the Government of Nunavut and Nunavut Tunngavik Incorporated. Community consultations in late 2024 focused on the governance for Aqquariaq, an initiative devolved for the territorial government and Nunavut Tunngavik Incorporated, with ISC providing funding for construction and operations while leaving program development and governance decisions to local authorities.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Completed construction of Aqquariaq (the substantial completion date for the centre is slated for December 2025). [ISC]	Execution phase	Medium-term

Other departments and agencies that contributed to this APM: ISC

Annex B: Inuit Priority 15

Supporting Inuit with disabilities

Lead department(s)	Employment and Social Development Canada	Related articles	21, 22
		Related APMs	SP85, FN18

Status	Underway
Tracking	On-track
Requires legislation	Yes
Requires regulation	Yes

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

ESDC has provided short term funding through the Engagement Protocol Agreements, including to Inuit Tapiriit Kanatami and Pauktuutit Inuit Women of Canada, to support engagement on the [Disability Inclusion Action Plan \(DIAP\)](#), which included PHAC engagement on [National Autism Strategy](#). The three pillars of the DIAP: economic security, labour market outcomes, and accessibility ensure engagement with partners on the DIAP covered many policy priorities including the Canada Disability Benefit, the Opportunities Fund for Persons with Disabilities and the *Accessible Canada Act*. This broader collaboration was complimented by more focused engagement on the design and development of the Canada Disability Benefit (CDB) regulations.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

ESDC collaborated with Indigenous partners on the Disability Inclusion Action Plan (DIAP) and focused on engaging Indigenous partners in the development of the CDB regulations. It worked with organizations like Inuit Tapiriit Kanatami and Pauktuutit Inuit Women of Canada to provide funding for engagement on the *Accessible Canada Act* and broader accessibility issues. Throughout the year, outreach was conducted with Inuit partners, including those under Modern Treaties, and Nunavut Tunngavik Inc. Feedback from these engagements highlighted the need to address access barriers for Inuit communities. In response, ESDC plans to implement strategies to raise awareness and improve access to the CDB, including information sessions and support for community organizations that assist individuals in navigating disability benefits.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Regulations must be in place to allow payment of the benefit to commence in July 2025. [ESDC]	Planning phase	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 16

National defence infrastructure for Inuit

Lead department(s)	Department of National Defence	Related articles	30
		Related APMs	IN17, IN18, IN19

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Through the Inuit-Crown Partnership Committee Working Group on Sovereignty, Defence, and Security, National Defence and Inuit partners identified joint priorities. Deliverables to support achieving common objectives have been included in the Work Plan for this Working Group, which focuses on multipurpose infrastructure and procurement, directly contributing to Inuit Priority 16 and 18, respectively.

Through bilateral engagements on APMs with Inuit treaty partners and with Inuit Development Corporation Association, National Defence has developed a good understanding of the priorities, mechanisms, and approaches that Inuit partners would like to see in place to benefit local and regional economic development, including via multipurpose infrastructure, in relation to Defence investments.

National Defence remains committed to bringing its contribution to the whole-of-government effort to address the infrastructure gap in Inuit Nunangat by facilitating multipurpose infrastructure where possible through Defence investments associated with NORAD Modernization and the implementation of the national Defence policy, Our North Strong and Free.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Defence consultation and cooperation with Inuit partners to advance this APM has taken place on:

- policy level, via the Inuit Crown Partnership Committee Working Group on Sovereignty, Defence, and Security, as well as via bilateral engagements on the UN Declaration Act Action Plan
- operationally, via the engagements on specific Defence projects planned to take place in Inuit Nunangat, such as NORAD Northern Basing Infrastructure project in Iqaluit and Goose Bay

Also, Inuit community partners have played a key role in shaping specific Defence project activities, including the design of hazard models and nature-based infrastructure concepts.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
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1	Co-developed Work Plan for the Inuit-Crown Partnership Committee Working Group on Sovereignty, Defence and Security. [DND]	Complete	NA
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Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 17

Inuit inclusion in national defence policies and programs

Lead department(s)	Department of National Defence	Related articles	30
		Related APMs	IN16, IN18, IN19

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Inuit partners' input on joint priorities such as multipurpose infrastructure, procurement, partnerships, or Arctic sovereignty has been elicited through ongoing collaboration with Inuit Treaty Organizations via targeted bilateral engagements or the Inuit-Crown Partnership Committee Working Group on Sovereignty, Defence and Security. This input has influenced Defence planning of projects, approaches to procurement, capacity building, as well as Defence contribution to whole-of-government efforts to economic development in Inuit Nunangat.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Inuit partners' input on joint priorities such as multipurpose infrastructure, procurement, partnerships, or Arctic sovereignty has been elicited through ongoing collaboration with Inuit Treaty Organizations via targeted bilateral engagements or the Inuit-Crown Partnership Committee Working Group on Sovereignty, Defence and Security. This input has influenced Defence planning of projects, approaches to procurement, capacity building, as well as Defence contribution to whole-of-government efforts to economic development in Inuit Nunangat.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 18

Inuit access to national defence procurement

Lead department(s)	Department of National Defence	Related articles	30
		Related APMs	IN16, IN17, IN19

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Through the Inuit-Crown Partnership Committee Working Group on Sovereignty, Defence, and Security, National Defence and Inuit partners identified joint priorities, including procurement. A path to support achieving the common objective of increasing Inuit participation in the Defence supply chain has been co-developed in the Work Plan for this Working Group.

In line with this commitment, the department also upholds Article 24 of the Nunavut Agreement, ensuring that Inuit firms are informed and given fair opportunities to participate in contract bids within the Nunavut Settlement Area, thereby supporting Indigenous self-determination and collaboration on local infrastructure and climate resilience needs.

Through bilateral engagements on UN Declaration Act Action Plan with Inuit treaty partners and with the Inuit Development Corporation Association, Defence has developed a good understanding of the approach and tools that Inuit partners would like to see in place to benefit local and regional economic development, including via procurement.

In addition, National Defence has put in place internal processes that facilitate increased recognition of the strategic role and contributions Inuit and Inuit communities have historically had and continue to have in Canadian sovereignty and defence in the Arctic.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

National Defence has advanced understanding of Inuit perspectives on procurement in Inuit Nunangat through engagements with NTI, Qikiqtaaluk Corporation, Kakivak Association, Makivik Corporation, Kitikmeot Corporation, Nunatsiavut Group of Companies, Nunasi Corporation, and Inuit Development Corporation Association, towards incorporation of procurement approaches and tools aimed at increasing Inuit businesses participation in the Defence supply chain. Such engagements continue.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 19

Inuit Nunangat approach to national defence programs and conduct

Lead department(s)	Department of National Defence	Related articles	30
		Related APMs	IN16, IN17, IN18

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

In addition to the work advanced through the Inuit-Crown Partnership Committee Working Group on Sovereignty Defence and Security, National Defence has taken active steps to increase internal capacity on the obligations and commitments applicable in Inuit Nunangat, including integrating an Inuit Nunangat approach to its activities in the region (for example, planning and delivering projects, military exercises, etc.). This commitment is supported by training, workshops, presentations, expert advice and decision-making frameworks that facilitate meaningful engagement and effective partnership-building, as well as strategic advice on specific projects.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Consultation and cooperation with Inuit treaty partners, as well as local community leaders, has continued via the Inuit-Crown Partnership Committee Working Group on Sovereignty, Defence, and Security, as well as through bilateral engagements on the UN Declaration Act Action Plan and engagements on specific projects. This has contributed to fostering awareness of Inuit perspectives, input, and expert knowledge, including incorporation in Defence planning, supporting Inuit self-determination in Inuit Nunangat.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 20

Sharing national security information with Inuit Treaty Organizations

Lead department(s)	Canadian Security Intelligence Service	Related articles	NA
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CSIS' information-sharing efforts with Inuit partners across Canada are ongoing and involved close collaboration with organizations such as Inuit Tapiriit Kanatami and Nunavut Tunngavik Incorporated (NTI). We are actively working to strengthen relationships with the Inuvialuit Regional Corporation, Nunatsiavut Government, and Inuit Circumpolar Council-Canada (ICC-C), including their subsidiary organizations. Our work with NTI also includes direct engagement with the Nunavut Regional Inuit Associations and development corporations, and efforts to establish a relationship with Makivik Corporation are continuing. In 2024-2025, we hosted Inuit officials and leaders at our headquarters, visited Iqaluit and Cambridge Bay, and held meetings with various Inuit partners while providing threat briefings to Inuit Treaty Organizations (ITO) and the ICC-C as needed. Additionally, when Bill C-70 was introduced in May 2024, a technical briefing was provided to ITK and ITO officials.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Work with Inuit partners is progressing positively, with efforts tailored to meet the specific needs of each partner. The approach involves bilateral collaboration with Inuit Treaty Organizations (ITOs) and other groups to facilitate targeted information-sharing, such as providing information prior to international travel or addressing specific regional issues. Initial conversations with organizations like the Inuvialuit Regional Corporation and Nunavut Government included discussions about CSIS's mandate and general threat overviews. When sharing information with Inuit Tapiriit Kanatami and all ITOs, CSIS collaborates with Inuit Tapiriit Kanatami to ensure effective delivery, and specific threat briefings are provided as needed. However, challenges remain due to limited partner capacity, a lack of interest from some partners to engage with CSIS, and constraints on the CSIS team's ability to conduct in-person engagements in affected regions.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Security clearances for ITK and Inuit Treaty Organizations (two per organization) - co-led by CSIS and PCO. [CSIS]	Execution phase	Medium-term
2	CSIS providing two distinct threat briefings: Executive Directors of ITK and ITOs (1) and ITK Board of Directors, including the Presidents of ITOs, ICC-C, Pauktuutit, and National Inuit Youth Council (2). [CSIS]	Planning phase	Short-term
3	NTI participation in the Five Eyes Indigenous Network Summit in June 2025 (hosted by CSIS in Ottawa), including leading a case study session on a recent challenge with national security considerations being navigated in Nunavut. [CSIS]	Planning phase	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 21

Supporting Inuit primary and secondary education

Lead department(s)*	Indigenous Services Canada	Related articles	14
*Modified following release of the Action Plan		Related APMs	NA

Status	Planning
Tracking	Behind
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The co-development of a federal policy on Inuit elementary and secondary education has been a priority for Inuit partners under the Inuit Crown Partnership Committee (ICPC) Permanent Bilateral Mechanism (PBM) since 2022. This work takes place within the Education, Early Learning and Skills Development (EELSD) Working Group. Inuit and federal representatives are currently focused on shaping the direction of the federal policy, developing draft text, and planning an approach to provincial and territorial engagement.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Consistent dialogue has been maintained throughout the year to facilitate cooperation and consultation in the co-development process of the Action Plan measure. ISC collaborated with Inuit partners through the ICPC Permanent Bilateral Mechanism table, the EELSD Working Group, and various bilateral meetings. Inuit partners play a crucial role in the decision-making process, and the federal government is committed to supporting their self-determination in education, with their vision and priorities guiding the development of federal Inuit elementary and secondary education policy. ISC also noted that best practices involve referencing existing foundational policies and frameworks to ensure that the co-development efforts align with previous agreements, reflecting the government's commitment to supporting Inuit self-determination in education.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Inuit Priority 22

Co-developing Nunavut Fishery Regulations

Lead department(s)	Fisheries and Oceans Canada	Related articles	NA
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	Yes
Requires regulation	Yes

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

DFO, Nunavut Tunngavik Incorporated, the Government of Nunavut, Makivvik, and the Cree Nation Government, along with the participation of the Nunavut Wildlife Management Board and Nunavik Marine Region Wildlife Board as observers, have collaboratively developed a Policy Intentions Paper (PIP) for the proposed Nunavut Fishery Regulations. This paper outlines the policy and management objectives for the regulations and was completed by December 2024 as a contractual obligation under the renewed Nunavut Agreement Implementation Contract. The completion of the PIP marks a significant milestone in the development of the Nunavut Fishery Regulations, advancing implementation with Indigenous partners and recognizing their essential role in fisheries management. The engagement workshops in Nunavut in March and April 2025 presented a valuable opportunity to gather feedback from those directly impacted by the proposed regulations.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

DFO, along with Nunavut Tunngavik Incorporated, the Government of Nunavut, Makivvik, and the Cree Nation Government, has co-developed a PIP that outlines the policy and fisheries management objectives to inform regulations governing fisheries in the area of application. Engagements with Inuit communities in two regions of Nunavut were conducted this fiscal year, and letters informing relevant communities and organizations about the PIP's development were sent to those with signed agreements or asserted claims within or adjacent to the proposed area, as well as to others at various orders of government. The co-development of the PIP involved significant collaboration among all parties to reach consensus on the language describing the policy and management objectives included in the document.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Consultations with rights-holders and stakeholders (general public, industry and Territories and Provinces). [DFO]	Execution phase	Medium-term
2	Based on the outcome of the consultations, begin process of developing detailed regulatory draft document and Regulatory Impact Analysis Statement Preparation. [DFO]	Execution phase	Long-term
3	Draft Policy Intentions Paper. [DFO]	Complete	NA

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 1

Métis self-determination and self-government

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 33, 37
		Related APMs	ME2, ME3

Status	Underway
Tracking	On-track
Requires legislation	Yes
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In February 2023, Canada signed updated Self-Government Recognition and Implementation Agreements with the Métis Nation of Alberta (MNA), the Métis Nation-Saskatchewan (MN-S), and the Métis Nation of Ontario (MNO) providing recognition that these provincial Métis representative bodies are Indigenous governments with core governance jurisdictions and a commitment to negotiate future treaties. In June 2023, Canada introduced Bill C-53, the Recognition of Certain Métis Governments in Alberta, Ontario, and Saskatchewan and the Métis Self-Government Act. Bill C-53 sought to recognize the MNA, MN-S, and the MNO as Indigenous governments and provide a legislative framework to give legal force and effect to future self-government treaties. Bill C-53 was adopted with amendments and reported back to the House of Commons in February 2024 but progress was halted when Parliament prorogued in January 2025. In November 2024, Canada signed the Red River Métis Self-Government Recognition and Implementation Treaty with the Manitoba Métis Federation. In March 2025, Canada and the MNA, now known as the Otipemisiwak Métis Government, initialed an updated draft of the 2023 Métis Nation within Alberta Self-Government Recognition and Implementation Agreement.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In addition to co-development work with several Métis governing bodies to advance this Métis priority, consultations with Indigenous groups that may be adversely impacted was undertaken, namely with Métis Governments, as well as with First Nations.

Indigenous partner perspectives on implementation

Some Indigenous partners noted the importance of the introduction of federal recognition legislation. Although Bill C-53, aimed at recognizing certain Métis governments in Alberta, Ontario, and Saskatchewan, was introduced on June 21, 2023, it did not receive royal assent. The 2023 Self-Government Agreements include a legally binding commitment to reintroduce the bill in the next parliamentary session if it does not receive royal assent. Some Métis partners expect that Canada will reintroduce Bill C-53 when Parliament resumes in 2025.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 2

Redress for Métis claims and historical wrongs

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 37
		Related APMs	ME1

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC has worked towards the co-development of a Métis Claims Process with Métis Nation-Saskatchewan and have had initial discussions with Otipemisiwak Métis Government.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Work is underway on a co-developed Métis Claims Process in collaboration with the Métis Nation - Saskatchewan, alongside initial discussions with the Otipemisiwak Métis Government and the Métis Nation of Ontario. However, there is a lack of funding to advance discussions or to conduct an exercise that would assess the comprehensiveness of the draft process and identify any potential barriers or gaps. This funding shortfall may hinder the effective evaluation and implementation of the claims process.

Indigenous partner perspectives on implementation

Some partners noted that there is currently no federal process or policy for the Métis to address land dispossession, redress historical wrongs, or advance reconciliation regarding land-related claims and outstanding promises. Canada's Comprehensive Land Claims Policy and Specific Claims Policy are not accessible to Métis communities, rendering Articles 8, 10, 26, and 28 of the UN Declaration ineffective for them. Although there were some discussions in 2023 about developing a "Métis Claims Pathway," there has been little progress since, prompting renewed calls for the Government of Canada to advance this work and co-develop expedited options to settle the outstanding claims of Métis communities.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 3

Co-developed approach to Métis rights recognition and consultation and accommodation

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 37
		Related APMs	ME1

Status	Not started
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

No work has been completed due to lack of funding and resources. CIRNAC plans to begin to advance this Action Plan measure in 2025-2026 on an incremental basis.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

No work has been completed due to lack of funding and resources.

Indigenous partner perspectives on implementation

The Consultation Agreement with Canada has clarified the Crown's consultation and accommodation obligations to Métis communities, establishing an efficient one-window approach through the Lands, Resources, and Consultations Branch. This has been recognized as a positive model by Canada's Ministerial Special Representative on Consultation. A request was made in 2024 to negotiate updates, but no meetings occurred, leaving this Action Plan measure incomplete. Plans are in place to renew negotiation requests in 2025, along with a need for funding to support these discussions. Partners urge this measure be shaped in true partnership with Métis, reflecting not only technical goals but also our cultural responsibilities to land, language, and kinship systems.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 4

Reconciliation with Métis Nation British Columbia

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 37
		Related APMs	NA

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Through meetings and discussions, Métis Nation British Columbia (MNBC) has developed a detailed work plan including priority items.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Meetings and discussions were held between CIRNAC and Métis Nation British Columbia to find ways to advance this Action Plan measure.

Indigenous partner perspectives on implementation

Despite the commitment to address priorities outlined in the 2018 Memorandum of Understanding, in MNBC's view none have been addressed since the release of the UN Declaration Act Action Plan in June 2023.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 5

Upholding Métis self-determination through implementation of child welfare legislation

Lead department(s)	Indigenous Services Canada	Related articles	3, 4, 23, 37
		Related APMs	SP29

Status	Underway
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Coordination agreement discussions took place with the Manitoba Métis Federation between April and June 2024.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

ISC, with the Métis National Council, co-developed and signed a renewed Memorandum of Understanding to establish a Canada-Métis Nation Child and Family Services Accord to advance shared priorities. Pre-engagement with the Métis National Council were conducted to develop an engagement approach for the five-year review of *An Act respecting First Nations, Inuit, and Métis children, youth, and families*. The funding related to the Act is needs-based, allowing Indigenous partners to identify their specific needs, while preparation for exercising jurisdiction includes specific funding profiles. Grant funding for jurisdiction is also needs-based, ensuring substantive equality, with all grants subject to the Government of Canada's financial decision-making process.

Indigenous partner perspectives on implementation

Some Métis partners have noted that there has been a lack of progress in implementation over the past fiscal year, particularly regarding sustainable funding for the Northwestern Ontario Métis Child and Family Service Agency, which is the only Métis-specific agency in Ontario and receives no federal funding. Discussions with Canada revealed a significant policy and funding gap, as operational support for Métis agencies is lacking despite available funding for *An Act respecting First Nations, Métis, and Inuit children, youth, and families*. There is a strong call to explore ways to provide core capacity and operational support to these agencies, enabling them to focus on their work without the constant concern of securing basic operational funding.

Milestones

#	Milestone	Status	Timeline
1	As per the Act, every five years, the Minister must, in collaboration with Indigenous peoples, including representatives of First Nations, the Inuit and the Métis, undertake a review of the provisions and operation of this Act. [ISC]	Initiation phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 6

Métis implementation of Self-Government Fiscal Policy

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 37
		Related APMs	MT1

Status	Underway
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Canada has established the Métis Fiscal Policy Co-Development Process with the four federally recognized Métis governments. The participants are engaging in the co-development of a policy annex and governance funding methodology to adapt Canada's Collaborative Self-Government Fiscal Policy to the Métis context.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Canada's officials met with each federally recognized Métis government frequently over the 2024-2025 fiscal year to establish and launch the Métis Fiscal Policy Co-Development Process. Since its launch, officials have been meeting with each of the four Métis governments regularly to co-develop the Métis adaptation of Canada's Collaborative Self-Government Fiscal Policy.

Indigenous partner perspectives on implementation

Some partners noted that significant progress has been made in advancing the Action Plan measure despite the lack of funding from Canada to support this initiative or fiscal negotiations. Work has been prioritized with limited available capacity, highlighting the importance of these negotiations. The Interim Fiscal Financing Agreement (IFFA) with Canada, intended to provide interim funding until a long-term fiscal agreement is established, is set to expire on March 31, 2026. There is a strong hope to conclude fiscal negotiations with Canada promptly to ensure the approval of the Annex before the IFFA ends.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 7

Canada-Métis Nation Accord and renewed fiscal relationship

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	3, 4, 19, 37
		Related APMs	NA

Status	Implementation ongoing
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The 2017 Canada-Métis Accord commits the parties to work to renew the fiscal relationship and move towards predictable and sustained funding for Métis partners in order to promote the delivery of programs and services that support self-determination. This has resulted in the development of sub-accords and identifying the financial resources being sought. CIRNAC provides logistical support for the Canada-Métis Nation Permanent Bilateral Mechanism (PBM) and facilitates the discussions between Métis partners and the lead departments on various priority areas. Where CIRNAC provides direct funding support, it retains the responsibility for management of the funding agreement and the reporting obligations. Where another department is responsible for the funding supports, CIRNAC's role is limited to a support role if needed.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CIRNAC maintains regular engagement with Métis partners through monthly bilateral meetings, bi-monthly technical level discussions, and scheduled meetings related to the PBM for the Métis Nation Council and its Governing Members. CIRNAC also met in person with representatives upon request to discuss and advance shared priorities. However, following the withdrawal of two Governing Members from the Métis Nation Council in Fall 2024, the primary means of engagement in 2024-2025 shifted to direct bilateral discussions.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 8

National security threats to Métis

Lead department(s)	Canadian Security Intelligence Service	Related articles	6, 7, 9, 17, 33, 35, 36
		Related APMs	NA

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In 2024-25, CSIS continued its collaboration with Métis partners, re-engaging with the Métis Nation Council (MNC) in February 2025 after a pause during the MNC's governance transition, and identified new areas for collaboration, including ongoing information-sharing. The relationship with the Métis Nation British Columbia remains positive, characterized by regular bilateral collaboration and support from CSIS in addressing recent questions and concerns. Additionally, when Bill C-70 was introduced in May 2024, a technical briefing was provided to the MNC. However, engagement with other Métis partners, such as Métis Nation - Saskatchewan and the Métis Nation of Ontario, did not occur in 2024-25 due to limited interest and capacity from those partners.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

In May 2024, the MNBC visited CSIS National Headquarters to launch a training video developed with CSIS support. The two organizations maintain regular quarterly bilateral meetings to discuss priorities as needed. Additionally, a technical briefing was provided to the MNC in Spring 2024 regarding Bill C-70 and amendments to the CSIS Act, followed by an introductory visit from the MNC to CSIS in February 2025. However, engagement has been limited due to the capacity and interest of partners, as well as the CSIS team's ability to conduct follow-ups.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	MNBC participation in the Five Eyes Indigenous Network Summit in June 2025 (hosted by CSIS in Ottawa), including leading a case study session on their work with Canada's security and intelligence community. [CSIS]	Planning phase	Short-term

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 9

Justice and Policing Sub-Accord with Métis Nation

Lead department(s)	Justice Canada, Public Safety Canada	Related articles	33, 35, 36
		Related APMs	NA

Status	Planning
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Within this reporting cycle, a working group for the Justice and Policing Sub-Accord was able to meet monthly and make some progress. The high-level Workplan and Terms of Reference were approved and endorsed at the April 25, 2024, Senior Officials Meeting. In May 2024 the co-lead for Canada transitioned from Public Safety Canada to Justice Canada. During that time, the working group worked on co-developing the content of the Sub-Accord. In June 2024, the working group was utilized as the forum through which co-development of the Indigenous Justice Strategy (IJS) took place.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Some of the activities completed by the Working Group in fiscal year 2024-2025, include the Terms of Reference and Work Plan for the Sub-Accord. These materials were endorsed at the April 25, 2024, Senior Officials Meeting. The Working Group also co-developed the content of the Sub-Accord and Métis-specific funding availability reporting with the goal of identifying programmatic and service gaps. Lastly, in 2024-2025 the Working Group served as the forum through which co-development of the IJS took place. Governance changes noted above have created some challenges for moving forward with this measure.

Indigenous partner perspectives on implementation

Some Métis partners would like to finalize a Justice and Policing Sub-Accord through the Canada-Métis Nation Permanent Bilateral Mechanism to address over-representation in the justice system, reduce recidivism, and ensure culturally responsive restorative justice for Métis citizens while advancing their rights to self-determination. Some limited progress was made with Crown agencies, including initial discussions with the CSIS with further talks planned for 2025.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 10

Métis co-development principles

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada, Justice Canada, Various	Related articles	4, 18, 19, 20
		Related APMs	NA

Status	Implementation ongoing
Tracking	Behind
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC and Métis partners have continued to make progress towards co-developing implementation principles, namely through the co-development of the Canada-Métis Nation Accord Principles of Co-Development. CIRNAC, the Métis National Council (MNC) and its Governing Members engaged regularly to co-develop the Principles through the Canada-Métis Nation Permanent Bilateral Mechanism (PBM) between 2022 and 2024, and were endorsed in January 2024 at a Leaders level. Following the withdrawal of Métis Nation Saskatchewan (MN-S) and Métis Nation of British Columbia (MNBC) from the MNC, approval of the Principles by the Prime Minister and MNC President and Governing Members' Presidents, and the co-development of an implementation workplan have both been delayed. Once approved, the Principles will help guide the parties to work together on joint initiatives affecting the Métis such as legislation, regulations, and the content of policies, programs and services.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CIRNAC engaged regularly with Métis partners through monthly bilateral meetings and bi-monthly technical discussions, as well as scheduled meetings under the PBM. Between 2022 and 2024, the department collaborated with the MNC and its Governing Members to co-develop implementation Principles, which were endorsed by federal and Métis leaders at a PBM Leaders meeting in January 2024. However, as the Métis landscape began to shift, the anticipated approval of these Principles was delayed and may need to be revisited.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Review the Principles to reflect its application to the appropriate Métis partners. [CIRNAC]	Initiation phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 11

Métis co-development of distinctions-based health legislation

Lead department(s)	Indigenous Services Canada	Related articles	NA
		Related APMs	SP6, SP7, SP8, SP71, SP81, IN13, IN14

Status	Underway
Tracking	Behind
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Partially funded
Indicators	Yes (3)
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

The Mental Wellness Program, which received incremental funding most recently through Budget 2024, has collaborated with Métis governments and organizations to enhance access to health services and improve outcomes. Over the past year, the program provided funding for various wellness initiatives, including land camps, mobile outreach, and counseling. Additionally, a total of 10 engagement reports and position papers on Indigenous health legislation were received from Métis partners, leading to the identification of common themes and the preparation of a public summary report. Ongoing discussions with partners have focused on strategizing next steps for policy and legislative options.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Mental Wellness Program, as mentioned above, held quarterly meetings with Métis partners, fostering open dialogue and updates on ongoing investments and activities. Additionally, engagement and co-development discussions on health legislation concluded in September 2023, leading to requests for updated policy authorities that were received in October 2024. This resulted in no engagement sessions being held in 2024-25, although some Indigenous partners utilized carry-forward funding from previous years to maintain their participation. ISC officials collaborated with national and regional Indigenous partners, including Métis partners, on the design and implementation of the Indigenous Health Equity Fund, which provides funding to Indigenous communities to help address the unique challenges Indigenous peoples face when it comes to fair and equitable access to quality and culturally safe health services. Métis partners are receiving \$19 million annually for 10 years, starting in 2024-25, through this fund. This funding represents a long-term commitment to supporting Métis self-determination in health, providing Métis communities with the flexibility they need to address their health priorities, whatever they may be. Overall, these efforts reflect a commitment to supporting Indigenous health initiatives through collaboration and strategic planning.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	Implement the authorities granted in October 2024 to work on separate approaches with Indigenous partners to co-develop health policy and/or legislative options. [ISC]	Planning phase	NA

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 12

Métis indicators of poverty and well-being

Lead department(s)	Employment and Social Development Canada	Related articles	21, 23, 39, 43
		Related APMs	SP75

Status	Planning
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

In March 2024, an Engagement Protocol Agreement (EPA) was established with the Métis National Council (MNC) to facilitate the co-development of Métis-specific indicators for poverty and well-being. The funds transferred to MNC through the EPA enabled the hiring of an external consultant to create a detailed work plan, initiate research, conduct a preliminary environmental scan, and start developing a draft social policy framework. Building on this initial phase, MNC intends to design an engagement and publication plan, with the goal of finalizing a Métis-specific indicator framework by Spring 2026. Given the evolution of the MNC's mandate, ESDC will explore ways to bilaterally engage all other Métis Nation governments.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Over the past year, ESDC officials collaborated with Métis National Council (MNC) partners to establish an Engagement Protocol Agreement designed to enhance MNC's capacity for co-developing indicators for poverty and well-being, which was successfully finalized in March 2024. Following this, working-level discussions commenced to review MNC's workplan and advance the project through regular check-in meetings every six to eight weeks. Throughout this process, the MNC has been actively involved in decision-making at all stages, with both parties agreeing on key decisions regarding funding, work plans, and the frequency of meetings.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

#	Milestone	Status	Timeline
1	With the Métis National Council (MNC): Co-development of a robust set of Métis-specific indicators of poverty and well-being that reflect the distinct experiences and aspirations of the Métis Nation. [ESDC]	Planning phase	Medium-term

Other departments and agencies that contributed to this APM: None

Annex B: Métis Priority 13

K-12 Métis education co-development

Lead department(s)	Indigenous Services Canada	Related articles	14
		Related APMs	NA

Status	Planning
Tracking	Behind
Requires legislation	Maybe
Requires regulation	Maybe

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

The work on Métis Nation elementary and secondary education has been ongoing since 2022, under the purview of the Canada-Métis Nation Permanent Bilateral Mechanism. This work is centred on the co-development of a federal policy and Sub-Accord, and is carried out within the Métis Nation Elementary and Secondary Education Working Group. Current efforts are focused on clarifying the Métis Nation vision for elementary and secondary education, and jointly developing the text for the draft Sub-Accord.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Throughout the year, consultation with Métis Nation partners occurred through the Métis Nation-Canada Permanent Bilateral Mechanism (PBM) table and bilateral meetings. Métis Nation partners play a crucial role in the decision-making process, and the federal government is committed to supporting their self-determination in education, ensuring that their vision and priorities inform the co-development of federal Métis Nation elementary and secondary education policy. ISC noted the best practices of referencing existing foundational policies and frameworks to ensure that the co-development efforts align with previous agreements.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 1

Co-development of Modern Treaty Implementation Policy

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	2, 4, 5, 18, 19, 23, 27, 31, 37, 38, 39, 40
		Related APMs	SP14, SP19, SP30, SP66, SP67, SP111, IN3, IN9, ME10, MT2, MT7, MT15

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Throughout the 2024-2025 fiscal year, Canada and Indigenous Modern Treaty Partners continued to co-develop outstanding elements of Canada’s Collaborative Modern Treaty Implementation Policy with Indigenous Modern Treaty Partners, as set out within section 8.1 of the Policy.

Highlights included:

- The launch of discussions about economic reconciliation, including measurement of the economic contribution of Modern Treaties
- Continued co-development of a draft federal dispute resolution policy
- The completion of analyses and recommendations to alleviate barriers to Modern Treaty-based board member recruitment and retention
- Co-development of draft revisions and proposed improvements to the existing Cabinet Directive on Modern Treaty Implementation
- Over 5000 public servants trained in Modern Treaties in 2023-2024, with a similar trajectory in 2024-2025 (CIRNAC-led), with training subsequently transferred to the Canada School of Public Service and adapted for on-line self-paced courses
- Secured funding to continue support for Crown-Indigenous collective engagement mechanisms with Indigenous Modern Treaty and Self-Governing partners, including the Intergovernmental Leaders Forum (high-level multilateral mechanism between Indigenous Modern Treaty Partners, the Prime Minister and Ministers) that took place on May 2, 2024

CIRNAC has also continued progress towards co-developing self-government agreements with Modern Treaty partners who do not have self-government arrangements as part of their agreements. The department will continue working with other implicated departments, agencies, provinces, and territories to identify and address barriers that arise at negotiation tables. Information with respect to individual negotiations is confidential to maintain relationships built with partners.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CIRNAC worked closely with Indigenous Modern Treaty Partners through regular working groups and other mechanisms to determine which annex elements were of priority, and what resources and capacity would be required to advance these items. Regular meetings and consultations facilitated discussions on governance, coordination, and the sharing of information, ensuring Indigenous partners had access to timely updates for informed decision-making.

Funding was provided to support key collective Crown-Indigenous engagement mechanisms with Indigenous Modern Treaty and Self-Governing partners. Overall, the commitment to collaboration and the establishment of effective communication channels were central to the efforts made during this period, reflecting a dedication to supporting the implementation of modern treaties and enhancing Indigenous governance.

Indigenous partner perspectives on implementation

Meetings were held with CIRNAC to discuss Canada's proposed "Recognition, Adaptability, Predictability" (RAP) language, with a proposal submitted to the Government of Canada for consideration. This proposal aims to amend the treaty to reflect the ongoing and evolving nature of the Modern Treaty relationship, emphasizing the need for adaptability and recognition of the rights and interests of the involved Indigenous communities.

Indigenous partners have expressed a strong commitment to the co-development of the annexes to Canada's Collaborative Modern Treaty Implementation Policy, emphasizing the importance of recognizing First Nations' rights and fostering self-determination. There has been proactive engagement to identify priority actions that will help establish a collaborative path forward with Canada, highlighting the necessity of ongoing cooperation to ensure that Indigenous voices are respected in decision-making processes. This collaborative approach reflects a broader desire among Indigenous nations to engage meaningfully in the implementation of the Action Plan.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 2

Federal implementation of Modern Treaties

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada, Various	Related articles	13, 15, 18, 19, 37
		Related APMs	SP14, MT1.9

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC, with JUS and the CSPS, are delivering training on the Declaration and its relation to Modern Treaties. JUS leads the implementation of the UN Declaration Act, providing guidance to federal departments to enhance understanding and respect for Indigenous rights related to modern treaties through education, policy, and oversight. CIRNAC is also collaborating with Indigenous Modern Treaty partners to improve accountability and oversight mechanisms. The goal is to ensure that treaty obligations are considered at all stages during the development of new initiatives, from initial planning to the writing of proposals.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Consultation and cooperation efforts between CIRNAC, other departments, and Modern Treaty partners are ongoing, focusing on the development of the Implementation Policy and broader Modern Treaty implementation, including discussions on the interpretation of the United Nations Declaration. CIRNAC collaborated closely with Modern Treaty partners through the Modern Treaty Implementation Working Groups and the Inuit Crown Partnership Committee to explore how the UN Declaration Act could be effectively applied and utilized across the public service.

Indigenous partner perspectives on implementation

Some Indigenous partners believe that meaningful progress has not been made in directing federal public servants, including deputy heads, to implement the UN Declaration Act in a way that acknowledges the constitutional protection of Modern Treaties and their role in reconciliation. Some partners note many departments mistakenly believe that engaging with the AFN and First Nations Provincial/Territorial Organizations (PTOs) suffices for addressing the needs of Modern Treaty partners, leading to significant issues and a failure to recognize the unique relationship Canada has with these entities. The UN Declaration Act Action Plan emphasizes the need for federal public servants to implement the UN Declaration Act in a way that respects these distinctions, highlighting the need for further efforts in this area.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: CRA

Annex B: Modern Treaty Priority 3

Consistency of laws and policies with Modern Treaty implementation

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada, Various	Related articles	37
		Related APMs	SP1, MT1.11, IN1

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Canada is actively collaborating with Modern Treaty partners to ensure the thorough and timely implementation of all Modern Treaties through various evolving initiatives. These efforts include new and enhanced mechanisms outlined in the 2023 Collaborative Modern Treaty Implementation Policy, such as the Intergovernmental Leaders Forum, associated Policy Circle and working groups, and the modernization of the 2015 Cabinet Directive on the Federal Approach to Modern Treaty. Additionally, Canada is pursuing amendments to treaties and developing oversight mechanisms, along with legislative changes, including recent updates to the federal *Interpretation Act*. These initiatives are progressing at different rates.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Please refer to Action Plan measures MT1, MT9 and SP2 for consultation and cooperation information.

Indigenous partner perspectives on implementation

Some Modern Treaty partners are not satisfied with progress on this Action Plan measure. Some partners believe that the Government of Canada should take meaningful and proactive steps to put in place a process to bring its policies and operational approaches into compliance with its treaty commitments.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 4

Modern Treaty implementation and Honour of the Crown

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada, Various	Related articles	37
		Related APMs	SP25

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Work is ongoing with Modern Treaty partners towards full implementation of Agreements, including efforts supported through the development and operationaling of the Collaborative Modern Treaty Implementation Policy.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CIRNAC met with Modern Treaty partners through bilateral and collective tables, with the overarching objective to take a broad, purposive approach to implementing Modern Treaties in a way that fulfills the spirit and intent of Modern Treaties and upholds the honour of the Crown.

Indigenous partner perspectives on implementation

See comments to Modern Treaty Priority 3 for information related to this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 5

Fulfilling treaty promises through Modern Treaty Implementation Policy

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada, Various	Related articles	13, 37
		Related APMs	SP25, MT1.8

Status	Underway
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC worked with Indigenous Modern Treaty Partners to draft revisions on the the Federal Approach to Modern Treaty Implementation, ensuring it aligns with Canada's Collaborative Modern Treaty Implementation Policy. This policy directs Deputy Heads to fulfill Canada's obligations under Modern Treaties in a comprehensive manner that upholds the honour of the Crown. Additionally, since 2016, Canada has collaborated with 25 Self-Governing Indigenous governments to develop the Collaborative Self-Government Fiscal Policy, which supports self-determination, and has completed a funding methodology for adult immersion language revitalization in accordance with this policy, with work being finalized in 2024-2025.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: Yes

The revised Cabinet Directive with Indigenous Modern Treaty Partners was co-development with the Modern Treaty Implementation Policy working group. PCH consulted and cooperated with 25 Self-Governing Indigenous Governments (SGIGs) through monthly meetings, resulting in a model for language revitalization focused on adult immersion programming. Since 2020, PCH and CIRNAC have co-led efforts to develop a costed funding model for Indigenous language revitalization. This funding model was finalized in May 2024. Effective engagement with Indigenous partners requires significant time, resources, and funding, making it essential to achieve clear outcomes for both Indigenous partners and government departments.

Indigenous partner perspectives on implementation

See comments to Modern Treaty Priority 3 for information related to this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: PCH

Annex B: Modern Treaty Priority 6

FPTI collaboration in Modern Treaty implementation

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	27, 39, 40
		Related APMs	MT1

Status	Planning
Tracking	NA
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Federal, provincial, territorial, Indigenous (FPTI) collaboration in Modern Treaty implementation remains a priority for the Intergovernmental Leaders' Forum. Officials from the Modern Treaty Self Government Policy Directorate within CIRNAC will continue to participate in the PCO-led working groups on FPTI matters and will continue to keep key partners informed as issues are raised by Indigenous Modern Treaty Partners.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: No

The objective of enhancing participation and representation of Modern Treaty partners in FPTI tables can be addressed through the Modern Treaty Implementation Policy Working Group and bilateral engagements with Indigenous partners, as well as discussions at the Intergovernmental Leaders Forum with the Prime Minister. The Government of Canada is committed to strengthening intergovernmental coordination to ensure the consistent and effective implementation of modern treaty obligations while seeking meaningful engagement with Indigenous partners. During the 2024 Intergovernmental Leaders Forum, Modern Treaty partners highlighted the importance of their involvement in these discussions, with initial conversations being led by the PCO.

Indigenous partner perspectives on implementation

See comments to Modern Treaty Priority 3 for information related to this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 7

P/T collaboration to advance Modern Treaty rights

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	27, 39, 40
		Related APMs	MT6

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

CIRNAC and other departments continue to explore opportunities to work with Provinces and Territories towards achieving the objectives of the UN Declaration in relation to the advancement of the rights, interests, jurisdictions, obligations and authorities of Indigenous Modern Treaty Partners throughout Canada.

Consultation and cooperation

Occurred: No

Opportunity for future consultation and cooperation: No

This objective can be raised at the Modern Treaty Implementation Policy Working Group or through bilateral engagements with Indigenous partners as part of ongoing collaboration. The Government of Canada remains committed to working with Modern Treaty partners to strengthen intergovernmental coordination and ensure that obligations are implemented in a consistent and effective manner. In addition, the Government of Canada will continue to seek opportunities for meaningful engagement with Indigenous partners and relevant federal and provincial/territorial counterparts.

Indigenous partner perspectives on implementation

See comments to Modern Treaty Priority 3 for information related to this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 8

Co-developing funding approaches to Collaborative Self-Government Fiscal Policy

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada, Various	Related articles	3, 4
		Related APMs	NA

Status	Complete
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Partially funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: Yes

Link to MMIWG-CFJs: Yes

Work completed to advance Action Plan measure in 2024-2025:

Since 2016, Canada and representatives from 25 Self-governing Indigenous governments have co-developed Canada's Collaborative Self-Government Fiscal Policy and its associated methodologies to fund the areas of responsibility of Self-governing Indigenous Governments through the Collaborative Fiscal Process. This co-developed process has created conditions for self-determination. Since the policy's release in 2019, a co-developed funding methodology has been finalized for governance and administration expenditure needs, and collaborative work to co-develop proposals for expenditure need methodologies for infrastructure; lands management and language revitalization was completed in 2024.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

The Government of Canada consulted with 25 Self-Governing Indigenous Governments through monthly in-person plenaries and key working group meetings focused on finalizing proposals for expenditure need models related to infrastructure, land management, and language revitalization.

Indigenous partner perspectives on implementation

Some Modern Treaty partners noted that some meaningful progress has been made toward meeting the action plan commitments of approving new funding methodologies for Indigenous Languages, Land Management and Phase Two Infrastructure. However, those methodologies were not approved. This was also a commitment from the previous year that the Government of Canada failed to meet. Partners noted a concern on the lack of transparency on efforts to meet this commitment.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 9

Co-developing a Modern Treaty oversight mechanism

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	27, 37, 40
		Related APMs	SP25

Status	Underway
Tracking	On-track
Requires legislation	Yes
Requires regulation	No

Funding	Fully funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

On May 2, 2024, the Prime Minister announced the establishment of a Commissioner for Modern Treaty Implementation, supported by \$10.6 million over four years. National consultations on the draft legislative proposal began on May 28, 2024 and continued until July 19, 2024, engaging over 130 Indigenous partners, with 60 partners directly involved in bilateral and multilateral meetings. On October 10, 2024, the Minister of Crown-Indigenous Relations introduced legislation to establish the Commissioner (Bill C-77), which reached its first reading. However, the prorogation of Parliament on January 6, 2025, caused all government bills, including Bill C-77, to not receive Royal Assent.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Consultations and engagements on the draft legislative proposal for the Commissioner for Modern Treaty Implementation took place from May 28 to July 19, 2024, involving over 130 partners, including Indigenous Modern Treaty Partners and various Indigenous organizations. Direct meetings were held with 60 partners through bilateral and multilateral discussions, including British Columbia, Saskatchewan, Manitoba, and the Yukon to engage with leadership. Partners expressed strong support for the initiative, which was co-developed, and provided over 100 proposed changes during the consultation period. This feedback led to further discussions with Indigenous Modern Treaty Partners to collaboratively shape key revisions in the updated draft proposal. In September 2024, the Minister convened a roundtable with partners, where all parties indicated their support for the revised draft.

Indigenous partner perspectives on implementation

Some Modern Treaty partners have expressed satisfaction with Canada's outreach regarding the development of a Modern Treaty Commissioner in 2024, viewing it as a sign of increased awareness within the federal government regarding treaty negotiations. They appreciated the opportunity to provide input and look forward to further engagement with the Government of Canada on Modern Treaty Priorities. However, as Bill C-77 did not receive Royal Assent because of the prorogation of Parliament, there are concerns about whether the bill will be reintroduced.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 10

UN Declaration as an interpretive tool for Modern Treaty implementation

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada, Various	Related articles	37
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	Maybe
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Endorsed in 2023, Canada collaborated with Modern Treaty partners to co-develop the Collaborative Modern Treaty Implementation Policy, which applies across the entire government. Section 3.7 of the Policy emphasizes that Canada and Indigenous Modern Treaty Partners recognize the United Nations Declaration on the Rights of Indigenous Peoples as an authoritative interpretive source for Canadian law, as affirmed by the UN Declaration Act. This declaration serves as a universal international human rights instrument and informs the implementation of modern treaties, establishing the rights and principles it affirms as minimum standards.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

CIRNAC holds regular meetings with Modern Treaty and Self-Government partners through technical working groups to ensure progress on commitments outlined in the Modern Treaty Implementation Policy. Additionally, JUS has led efforts related to the federal *Interpretation Act* (Bill S-13), which includes proposals to reference the UN Declaration as an interpretive tool. Indigenous Modern Treaty partners were involved in the co-development of the Policy and continue to be actively engaged in shaping how Canada implements the associated measures. For further details, inquiries should be directed to Justice Canada.

Indigenous partner perspectives on implementation

Some Modern Treaty partners noted that the UN Declaration and the UN Declaration Act should be seen as tools to enhance modern treaty implementation, not an alternative. This fits with the need for a whole of government understanding and commitment to proactively, meaningfully implement modern treaties.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 11

Modern Treaty tax policies, systems, arrangements, and incentives

Lead department(s)	Finance Canada	Related articles	3, 4
		Related APMs	NA

Status	Implementation ongoing
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

FIN engages regularly through a Standing Tax Working Group with Modern Treaty partners as part of Canada's Collaborative Self-Government Fiscal Policy process and undertake collaborative work. For example, work has been done to explore revitalization options for federal Indigenous tax policies aimed at increasing take-up of Indigenous tax jurisdiction arrangements.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

FIN works with Indigenous Modern Treaty Partners to explore options for federal Indigenous tax policies, including exchanging views and interests, priorities, analysis and possible proposals for Indigenous Modern Treaty Partner tax systems. In 2024-2025, discussions focused on exploring options to enhance the flexibility of taxation tools available to Modern Treaty Partners.

Indigenous partner perspectives on implementation

Some Modern Treaty partners welcomed the change to the policy related to the application of the *Indian Act* section 87 tax exemptions. However, for historic reasons this change had limited or no impact on many Modern Treaty partners. In addition, there has been productive discussions with FIN regarding updating federal Indigenous tax policy. Modern Treaty partners are encouraged with the openness to consider a policy that is more reflective of their self-government powers, however, more than 6 years of policy discussion have yet to produce a result.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 12

Modern Treaty partner collaboration and potential reform of environmental legislation and policies

Lead department(s)*	Various	Related articles	NA
*Modified following release of the Action Plan		Related APMs	NA

Status	NA
Tracking	NA
Requires legislation	NA
Requires regulation	NA

Funding	NA
Indicators	NA
Developed with partners	NA
Can be disaggregated	NA

Link to TRC-CTAs: NA

Link to MMIWG-CFJs: NA

Work completed to advance Action Plan measure in 2024-2025:

No update was provided for this Action Plan measure.

Consultation and cooperation

Occurred: NA

Opportunity for future consultation and cooperation: NA

No update was provided for this Action Plan measure.

Indigenous partner perspectives on implementation

See comments to Modern Treaty Priority 3 for information related to this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 13

Modern Treaty partner collaboration and potential reform of fisheries legislation and policies

Lead department(s)	Fisheries and Oceans Canada	Related articles	NA
		Related APMs	NA

Status	Planning
Tracking	On-track
Requires legislation	No
Requires regulation	No

Funding	Not funded
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Within the reporting cycle, DFO focused on advancing bilateral discussions and negotiations with various Indigenous Modern Treaty partners to address their fisheries interests across British Columbia, Yukon, Northwest Territories, Nunavut, and Quebec, which may inform new or revised fisheries policies and support implementation. During the summer of 2024, DFO successfully negotiated Fisheries Chapters and initialed Modern Treaties with Kitsumkalum, Kitselas, and K'ómoks First Nations. Additionally, DFO actively supported several whole-of-government policy renewal initiatives led by CIRNAC in collaboration with Modern Treaty partners, including the establishment of the Commissioner of Modern Treaty Implementation and other commitments outlined in the Indigenous Modern Treaty Partners Priorities chapter.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Throughout 2024-2025, the Government of Canada has actively consulted and engaged with the Maa-Nulth First Nations to develop new commercial fishery arrangements for Pacific salmon, groundfish, and shellfish within their territory, drawing on the rights-based fisheries and fishing plans of the Nuu-chah-nulth Nations. While challenges have arisen due to differing perspectives on the scope, scale, and priority of access, both parties remain committed to exploring opportunities for the incremental and practical development and implementation of these new fishery arrangements, with the aim of achieving progress as early as 2025.

Indigenous partner perspectives on implementation

Some Modern Treaty partners identified four key priorities related to fisheries within the Action Plan, emphasizing the need for greater governance and management authority over their treaty fishing areas. Despite these priorities, there has been limited progress in collaboration with DFO. Salmon conservation and sustainability efforts on the east and west coasts have yet to be fully and fairly funded to include co-development of conservation efforts. Frustration was expressed over the slow response and lack of meaningful engagement from the department, particularly regarding negotiations for a commercial fishery that were initiated in 2020.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 14

Respecting Modern Treaties in land and land use planning legislation, policies, and programs

Lead department(s)	Various	Related articles	NA
*Modified following release of the Action Plan		Related APMs	NA

Status	NA
Tracking	NA
Requires legislation	NA
Requires regulation	NA

Funding	NA
Indicators	NA
Developed with partners	NA
Can be disaggregated	NA

Link to TRC-CTAs: NA

Link to MMIWG-CFJs: NA

Work completed to advance Action Plan measure in 2024-2025:

No update was provided for this Action Plan measure.

Consultation and cooperation

Occurred: NA

Opportunity for future consultation and cooperation: NA

No update was provided for this Action Plan measure.

Indigenous partner perspectives on implementation

See comments to Modern Treaty Priority 3 for information related to this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 15

Supporting Modern Treaties evolution to reflect Indigenous rights developments

Lead department(s)	Crown-Indigenous Relations and Northern Affairs Canada	Related articles	38, 39
		Related APMs	MT1

Status	Implementation ongoing
Tracking	On-track
Requires legislation	Maybe
Requires regulation	No

Funding	Funding not required
Indicators	No
Developed with partners	No
Can be disaggregated	No

Link to TRC-CTAs: No

Link to MMIWG-CFJs: No

Work completed to advance Action Plan measure in 2024-2025:

Policy development on potential modern treaty evolution implementation is on-going and being tailored to individual Indigenous partners' agreements, including paths for Modern Treaties to keep pace with new legislated Indigenous rights frameworks.

Consultation and cooperation

Occurred: Yes

Opportunity for future consultation and cooperation: Yes

Partners were engaged on a bilateral basis per the nation-to-nation, government-to-government nature of the agreement to work on amendment negotiation.

Indigenous partner perspectives on implementation

See comments to Modern Treaty Priority 3 for information related to this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex B: Modern Treaty Priority 16

Upholding Modern Treaty partners' rights across international borders

Lead department(s)*	Various	Related articles	NA
*Modified following release of the Action Plan		Related APMs	NA

Status	NA
Tracking	NA
Requires legislation	NA
Requires regulation	NA

Funding	NA
Indicators	NA
Developed with partners	NA
Can be disaggregated	NA

Link to TRC-CTAs: NA

Link to MMIWG-CFJs: NA

Work completed to advance Action Plan measure in 2024-2025:

No update was provided for this Action Plan measure. However, it is linked to work reported on under Shared Priority 52.

Consultation and cooperation

Occurred: NA

Opportunity for future consultation and cooperation: NA

No update was provided for this Action Plan measure.

Indigenous partner perspectives on implementation

No input was provided for this Action Plan measure.

Milestones

No milestones were provided for this Action Plan measure.

Other departments and agencies that contributed to this APM: None

Annex C: List of Indigenous Partnership Fund recipients with active agreements for 2024-2025

1. [2 Spirits in Motion Society](#)
2. [Aboriginal Council of Winnipeg](#)
3. [Aboriginal Life in Vancouver Enhancement Society](#)
4. [Alberta Native Friendship Centres Association](#)
5. [Alderville First Nation](#)
6. [Algonquin Anishinabeg Nation Tribal Council / Algonquins of Pikwakanagan First Nation¹](#)
7. [Animbiigoo Zaagi'igan Anishinaabek](#)
8. [Assembly of First Nations](#)
9. [Assembly of First Nations - Newfoundland \(Regional Chief's Office\)](#)
10. [Assembly of First Nations - Nova Scotia \(Regional Chiefs Office\)](#)
11. [Assembly of First Nations of Québec and Labrador](#)
12. [Assembly of First Nations Yukon \(Regional Chiefs Office\)](#)
13. [Assembly of Manitoba Chiefs](#)
14. [Assembly of Seven Generations](#)
15. [Atikamekw Sipi - Conseil de la Nation Atikamekw](#)
16. [B.C. Assembly of First Nations](#)
17. [Behdzi Ahda' First Nation](#)
18. [Blackfoot Confederacy Tribal Council \(Treaty 7\)](#)
19. [Blood Tribe -Tribal Government Department, Blood Tribe Administration](#)
20. [Canadian Roots Exchange](#)
21. [Chiefs of Ontario](#)
22. [Chippewas of Kettle and Stony Point First Nation](#)
23. [Chippewas of Nawash Unceded First Nation](#)
24. [Chippewas of the Thames First Nation](#)
25. [Communities, Alliances & Networks \(CAAN\)](#)
26. [Confederacy of Mainland Mi'kmaq](#)
27. [Congress of Aboriginal Peoples](#)
28. [Conseil de la Nation huronne-wendat](#)
29. [Cree Nation Government \(CNG\) - Department of Justice and Correctional Services](#)

¹ These partners provided a joint proposal.

30. [Déljñę Got'jñę Government](#)
31. [Drifpile Cree Nation](#)
32. [English River First Nation](#)
33. [Epekwitk Assembly of Councils \(L'nuey\)](#)
34. [Eskasoni Band Council](#)
35. [Feathers of Hope](#)
36. [Federation of Sovereign Indigenous Nations](#)
37. [Femmes Autochtones du Québec Inc. \(FAQ\)](#)
38. [File Hills Qu'Appelle Tribal Council](#)
39. [First Nation of Nacho Nyak Dun](#)
40. [First Nations Chiefs of Police Association of Canada Inc](#)
41. [First Nations Fisheries Society](#)
42. [First Nations in the Treaty 2 Territory - Anishinaabe Agowidiiwinan Secretariat](#)
43. [First Nations with Schools Collective](#)
44. [Grand Council Treaty 3](#)
45. [Huu-ay-aht First Nation](#)
46. [Indian Head First Nation](#)
47. [Indigenous Friends Association](#)
48. [Indigenous Harvesters Organization](#)
49. [Innu TakuaiKAN Uashat mak Mani-utenam](#)
50. [Institute for the Advancement of Aboriginal Women](#)
51. [Inuit Tapiriit Kanatami²](#)
52. [Kanaka Bar Indian Band](#)
53. [Kebaowek First Nation](#)
54. [Keewatin Tribal Council Inc.](#)
55. [Keewatinook Fishers of Lake Winnipeg Inc.](#)
56. [Kispiox Band](#)
57. [Kokums and Mochumas Against Drugs and Alcohol \(Kamada\)](#)
58. [Kopit Lodge \(related to Elsipogtog First Nation\)](#)
59. [Kwilmu'kw Maw-Klusuaqn Negotiation Office \(KMK\)](#)
60. [Les Femmes Michif Otipemisiwak](#)
61. [Liard Aboriginal Women Society](#)
62. [Louis Bull Tribe](#)
63. [Maa-nulth Treaty Society](#)
64. [Maliseet Nation at Tobique](#)

² Includes all four Inuit regions and regional Inuit land claims organizations: Nunatsiavut (Nunatsiavut Government), Inuvialuit Settlement Region (Inuvialuit Regional Corporation), Nunavut (Nunavut Tunngavik Inc.), and Nunavik (Makivik).

65. [Manitoba Keewatinowi Okimakanak \(MKO\)](#)
66. [Manitoba Métis Federation](#)
67. [Manitoba Moon Voices Inc](#)
68. [Métis Nation – Saskatchewan](#)
69. [Métis Nation British Columbia](#)
70. [Métis Nation of Alberta](#)
71. [Métis Nation of Ontario](#)
72. [Métis National Council](#)
73. [Mi'gmawe'l Tplu'taqnn Inc.](#)
74. [Mishkeegogamang Ojibway First Nation](#)
75. [Mushkegowuk Council](#)
76. [Nak'azdli Whut'en First Nation](#)
77. [National Association of Friendship Centres](#)
78. [Native Women's Association of Canada](#)
79. [Nishnawbe Aski Nation](#)
80. [Northlands Denesuline First Nation](#)
81. [Northwest Territory Métis Nation](#)
82. [Olokhaktomiut Hunter's and Trapper's Committee](#)
83. [Ontario Federation of Indigenous Friendship Centres](#)
84. [Ontario Native Women's Association \(ONWA\)](#)
85. [Passamaquoddy Recognition Group \(Peskotomuhkati Nation at Skutik\)](#)
86. [Pauktuutit Inuit Women of Canada](#)
87. [Peter Ballantyne Cree Nation Urban Prince Albert Administration Office](#)
88. [Prince Albert Grand Council](#)
89. [Qajuqturvik Community Food Centre](#)
90. [Red Sucker Lake First Nation](#)
91. [Sachs Harbour Hunters and Trappers Committee](#)
92. [Samson Cree Nation](#)
93. [Sapotaweyak Cree Nation](#)
94. [Shoal Lake Cree Nation](#)
95. [Silent Drums Inc.](#)
96. [Sioux Lookout First Nations Health Authority](#)
97. [Southern Chiefs' Organization Incorporated](#)
98. [Squamish Indian Band #555 \(Squamish Nation\)](#)
99. [Stoney Nakoda Tsuut'ina Tribal Council Ltd.](#)
100. [Sturgeon Lake First Nation](#)
101. [Temiskaming Native Women's Support Group](#)

102. [Teslin Tlingit Council, Dakhka Nation - Taku River Tlingit - First Nation and Carcross Tagish First Nation](#)
103. [Théla:ylexw awtxw Foundation - Stó:lō Women](#)
104. [Tkemlúps te Secwépemc](#)
105. [Tla'amin Nation](#)
106. [Tl'etinqox Government](#)
107. [Toquaht Nation](#)
108. [Treaty 8 First Nations of Alberta](#)
109. [Treaty One Nations Inc.](#)
110. [Tribal Chiefs Venture \(Treaty 6\)](#)
111. [Tsawwassen First Nation](#)
112. [Uchucklesaht Tribe Government](#)
113. [Ucluelet First Nation - Yuułu?it?ath Government](#)
114. [Union of Ontario Indians \(Anishinabek Nation\)](#)
115. [Union of Nova Scotia Mi'kmaq](#)
116. [W8banaki](#)
117. [Whitefish Lake First Nation](#)
118. [Witset First Nation](#)
119. [Wolastoqey Nation](#)
120. [Wolf Lake First Nation](#)
121. [Wuskwi Sipihk First Nation](#)
122. [Yellowknives Dene First Nation](#)
123. [Yorkton Tribal Administration Inc.](#)
124. [Yukon Aboriginal Women's Council](#)
125. [Yunesit'in Government, Tsilhqot'in Nation](#)
126. [Zagimē Anishinabēk](#)

Annex D: List of abbreviations in this report

Abbreviation	Definition
AAFC	Agriculture and Agri-Food Canada
ACOA	Atlantic Canada Opportunities Agency
ACSPI	Aboriginal Community Safety Planning Initiative
AFG	Aboriginal Fisheries Guardians
AFN	Assembly of First Nations
AFN Newfoundland	Assembly of First Nations Newfoundland
AFN Yukon	Assembly of First Nations Yukon
AI	Artificial Intelligence
AMC	Assembly of Manitoba Chiefs
ANT2T	Anishinaabe Nation in Treaty 2 Territory
APAC	Action Plan Advisory Committee
APM	Action Plan Measure
ASFCP	Assault-Style Firearms Compensation Program
ATR	Additions to Reserve
ATRIS	Aboriginal and Treaty Rights Information System
BCAAFC	British Columbia Association of Aboriginal Friendship Centres
BCANDS / IDC	B.C. Aboriginal Network on Disability Society / Indigenous Disability Canada
BIAS-K	Bridging Indigenous and Science-Based Knowledge
BT/K	Kainai/Blood Tribe
C92	Child and Family Services Act
CAD	Canadian Association of the Deaf
CAF	Canadian Armed Forces
CAMH	Centre for Addictions and Mental Health
CanNor	Canadian Northern Economic Development Agency
CAP	Congress of Aboriginal People
CAPCH	Canada's Action Plan on Combatting Hate
CARS	Canada's Anti-Racism Strategy
CATF	Canada Arts Training Fund
CAU	Consultation and Accommodation Unit
CBC	Canadian Broadcasting Corporation
CCMOH	Council of Chief Medical Officers of Health
CDB	Canada Disability Benefit
CDEV	Canada Development Investment Corporation
CDT	Capacity Development Team
CED	Canada Economic Development for Quebec regions
CEDAW	United Nations Convention on the Elimination of All Forms of Discrimination against Women

CER	Canada Energy Regulator
CFI	Child First Initiative
CFIA	Canadian Food Inspection Agency
CGHAP	Canada Greener Homes Affordability Program
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
CLFN	Curve Lake First Nation
CMHC	Canada Mortgage and Housing Corporation
CNG	Cree Nation Government
CNSC	Canadian Nuclear Safety Commission
CNW	Conseil de la Nation Wendat
COLS	Community Outreach and Liaison Services
CPMC	Collaborative Programs Management Committee
CRA	Canada Revenue Agency
CSC	Correctional Services Canada
CSIS	Canadian Security Intelligence Service
CSO	Community Safety Officer
CSP	Community Safety Plans
CSPS	Canada School of Public Service
CTA	Community Tripartite Agreement
CWA	Canada Water Agency
DFO	Department of Fisheries and Oceans
DIAP	Disability Inclusion Action Plan
DND	Department of National Defense
EAB	Emerald Ash Borer
ECCC	Environment and Climate Change Canada
EELSD	Education, Early Learning and Skills Development
EFN	Eskasoni First Nation
EMRIP	Expert Mechanism on the Rights of Indigenous Peoples
EPA	Engagement Protocol Agreement
EPP	Education Partnerships Program
ESA	Ecologically Significant Areas
ESDC	Economic and Social Development Canada
FAQ	Femmes Autochtones du Québec
FIN	Department of Finance Canada
FN	First Nations Priorities
FNCPA	First Nations Chiefs of Police Association
FNEC	First Nations Education Council
FNFMA	First Nations Fiscal Management Act
FNHA	First Nations Health Authority
FNIGC	First Nations Information Governance Centre
FNII	First Nations Infrastructure Institute
FNIYES	First Nations and Inuit Youth Employment Strategy
FNLC	First Nations Leadership Council
FNPGC	First Nations Police Governance Council

FNPIIT	First Nations Personal Income Tax
FNST	First Nations Sales Tax
FNGST	First Nations Goods and Services Tax
FNWMI	First Nations Waste Management Initiative
FNWSC	First Nations with Schools Collective
FOIT	Fishery Officer Initial Training
FPIC	Free, Prior, and Informed Consent
FPT	Federal, Provincial, Territorial
FPTI	Federal, Provincial, Territorial and Indigenous
FSDS	Federal Sustainable Development Strategy
GBA+/GBA Plus	Gender-Based Analysis Plus
GCT3	Grand Council Treaty 3
HC	Health Canada
HERC	Haudenosaunee External Relations Committee
HICC	Housing, Infrastructure and Communities Canada
IAA	Impact Assessment Act
IAAC	Impact Assessment Agency of Canada
IAAW	Esquao, Institute for the Advancement of Aboriginal Women
IADD	Investment Analysis and Due Diligence
IAKE	Indigenous Arts Knowledge Exchange
IAMC-TMX	Trans Mountain Expansion Project and Existing Pipeline
IAP	Indigenous Advisory Process
ICC-C	Inuit Circumpolar Council-Canada
ICCI	Indigenous Community Corrections Initiative
ICL	Indigenous Climate Leadership
ICPC	Inuit-Crown Partnership Committee
ICPC-LPWG	Inuit-Crown Partnership Committee Legislative Priorities Working Group
IDC	Indigenous Disability Canada
IDDPNQL	Institut de développement durable des Premières Nations Québec-Labrador
IELCC	Indigenous Early Learning and Child Care
IFC	Indigenous Friendship Centres
IFFA	Interim Fiscal Financing Agreement
IFON	Indigenous Fishery Officer Network
IGB	Indigenous Governing Bodies
IICFI	Integrated Indigenous Commercial Fisheries Initiative
IIFN	Indian Island First Nation
IJS	Indigenous Justice Strategy
ILGP	Indigenous Loan Guarantee Program
ILS	Intercultural Learning Strategy
IMAR	Indigenous Ministerial Arrangements Regulations
IN	Inuit Priorities

INP	Inuit Nunangat Policy
IPCA	Indigenous Protected and Conserved Areas
IRAFR	Incremental Reconciliation Agreement for Fisheries Resources
IRCC	Immigration, Refugees and Citizenship Canada
IRTC	Interlake Reserves Tribal Council
IS	Indigenous Science
ISC	Indigenous Services Canada
ISD	Indigenous Science Division
ISED	Innovation, Science and Economic Development Canada
ISET	Indigenous Skills and Employment Training
ISO	Indigenous Screen Office
ITK	Inuit Tapiriit Kanatami
ITO	Inuit Treaty Organizations
ITUM	Innu Takuaikan Uashat mak Mani-Utenam
IVR	Interactive Voice Response
IWAC	Indigenous Women's Advisory Circle
IWE	Indigenous Women's Entrepreneurship
IYR	Indigenous Youth Roots
JACFR	Joint Advisory Committee on Fiscal Relations
JISC	Joint Implementation Steering Committee
JTBA-CI	Jay Treaty Border Alliance–Collaboration Initiative
JUS	Department of Justice Canada
KAMADA	Kokums and Mochumas Against Drugs and Alcohol
KFLW	Keewatinook Fishers of Lake Winnipeg
L&D	Learning and Development
LAC	Library and Archives Canada
LCAC	Land Claims Agreements Coalition
LFMO	Les Femmes Michif Otipemisiwak (Women of the Métis Nation)
LMGNRD	Listuguj Mi'gmaq Government Natural Resources Directorate
LTCC	Long-Term and Continuing Care
MAID	Medical Assistance in Dying
ME	Métis Priority
MHP-IF	Mental Health Promotion Innovation Fund
MKO	Manitoba Keewatinowi Okimakanak
MMF	Manitoba Métis Federation - National Government of the Red River Métis
MMIWG	Missing and Murdered Indigenous Women and Girls
MMIWG2S+	Missing and Murdered Indigenous Women, Girls, Two-Spirit and gender-diverse individuals
MMIWG-CFJs	Missing and Murdered Indigenous Women and Girls – Calls for Justice
MNBC	Métis Nation British Columbia
MNC	Métis National Council
MNO	Métis Nation of Ontario

MN-S	Métis Nation - Saskatchewan
MNSI	Métis, and Non-Status Indians
MPA	Marine Protected Area
MT	Indigenous Modern Treaty Partners Priorities
MTIP	Modern Treaty Implementation Policy
MTS	Maa-nulth Treaty Society
NA	Not applicable
NACCA	National Aboriginal Capital Corporations Association
NALMA	National Aboriginal Lands Managers Association
NAP to End GBV	National Action Plan to End Gender-based Violence
NAS	National Autism Strategy
NBSF	National Benefits Sharing Framework
NFR	New Fiscal Relationship
NICPF	Northern and Indigenous Crime Prevention Fund
NIOs	National Indigenous Organizations
NJI	National Judicial Institute
NMIRF	National Mechanism for Implementation, Reporting, and Follow-up
NOISP	National Office of Investigative Standards and Practices
NRCAN	Natural Resources Canada
NRTA	Natural Resources Transfer Agreement
NTI	Nunavut Tunngavik Incorporated
NWAC	Native Women's Association of Canada
NWT	Northwest Territories
OFIFC	Ontario Federation of Indigenous Friendship Centres
OFNPA	Ontario First Nations Policing Agreement
ONWA	Ontario Native Women's Association
OPR/FM	Onshore Pipeline Regulations and Filing Manuals
OSINT	Open Source Intelligence
PacifiCan	Pacific Economic Development Canada
PAR	Pacific Aquaculture Regulations
PBC	Parole Board of Canada
PBM	Permanent Bilateral Mechanism(s)
PC	Parks Canada
PCH	Canadian Heritage
PCO	Privy Council Office
PFP	Project Finance for Permanence
PHAC	Public Health Agency of Canada
PHN	Public Health Network
PIP	Policy Intentions Paper
PIWC	Pauktutit Inuit Women of Canada
PRGI	Peskotomuhkati (Passamaquoddy) Nation at Skutik
PS	Public Safety Canada

PSPC	Public Services and Procurement Canada
PSSI	Pacific Salmon Strategy Initiative
QIA	Qikiqtani Inuit Association
QNW	Quebec Native Women
RAP	Reconciliation Action Plan
RCMP	Royal Canadian Mounted Police
REA	Regional Education Agreement
REGI	Regional Economic Growth Through Innovation
RFP	Request for Proposal
RIA	Rights Implementation Agreement
RRA	Rights Reconciliation Agreement
RRRLSC	Registration Reform and Legal Solutions Committee
RSLAN	Red Sucker Lake Anishinew Nation
SDAC	Sustainable Development Advisory Council
SGIG	Self-Governing Indigenous Governments
Siksikaitsitapi	Blackfoot Confederacy
SLCN	Shoal Lake Cree Nation
SOM	Senior Officials Meetings
SP	Shared Priority
SPP	Strategic Policy and Planning
StatsCan	Statistics Canada
T1DC	Treaty One Nations Inc.
TBS	Treasure Board of Canada Secretariat
TC	Transport Canada
TEK	Traditional Ecological Knowledge
TFN	Tsawwassen First Nation
TFSW	Thélá:ylexw awtxw Foundation – Stó:lō Women
TRC	Truth and Reconciliation Commission
TRC-CTAs	Truth and Reconciliation Commission – Calls to Action
UFA	Umbrella Final Agreement
UN	United Nations
UNCRC	the United Nations Convention on the Rights of the Child
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
UNDA/ UN Declaration Act	<i>United Nations Declaration on the Rights of Indigenous Peoples Act</i>
UN Declaration/ UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
UNSM	Union of Nova Scotia Mi'kmaq
UOI	Anishinabek Nation - Union of Ontario Indians
UPIP	Urban Programming for Indigenous Peoples
U.R.N.	Urban, Rural and Northern Indigenous Housing Strategy

US	United States
W.H.I.S.P.E.R.	Ways of Warrior Women W.H.I.S.P.E.R. Alliance Inc.
WAGE	Women and Gender Equality Canada
WNNB	Wolastoqey Nation in New Brunswick
YESS	Youth Employment and Skills Strategy
YSUPP	Youth Substance Use Prevention Program
2SLGBTQIAA+	Two-Spirit, lesbian, gay, bisexual, trans, queer, intersex, asexual, aromantic and others
2SLGBTQQIA+	Two-Spirit, lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual and gender diverse
2SLGBTQI+	Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, and other sexually and gender diverse persons