

# Priorities for 2024-2025<sup>1</sup>

## 1. Governance and self-determination

Working closely with First Nations on their journey towards self-determination remains one of the FNQLHSSC's strategic priorities. This priority area aims to support First Nations in their local and collective efforts to empower themselves and strengthen their health and wellness governance. We will continue to offer support and expertise, particularly to implement the renewed governance model and any other governance model related to the FNQLHSSC's mandates.

### Goal 1.1

**First Nations have collective governance models that meet their needs and expectations. These models are based on their inherent right to self-determination.**

### Indicators

*Political and strategic decisions made by First Nations leaders on collective and local governance models.*

### Outcome 1.1.1

**First Nations clearly understand the collective vision of governance models and the responsibilities associated with them. This understanding will help them adopt these models and implement them effectively.**

### Priorities for 2024-2025

- Formalization of strategic alliances and partnerships for the collective wellness of First Nations:
  - o Renewal of the administrative agreement with the *Ministère de la Famille* for educational childcare services.
  - o Technical support for the Assembly of First Nations Quebec-Labrador (AFNQL) and collaboration with the regional commissions and organizations.
- Health and social services governance process:
  - o Establishment of the acceptability and feasibility of the new health and wellness governance model.
  - o Adoption of the model by the Chiefs of the AFNQL.
- Regional mobilization processes:
  - o Adoption and development of an implementation plan for the Quebec First Nations regional justice strategy.
  - o Development of a business plan for the creation of a First Nations information technology centre.
  - o Regional information governance strategy for First Nations in Quebec.
- Action plans for the implementation of the declarations adopted by the Chiefs of the AFNQL:
  - o *Declaration of the Rights of First Nations Children.*
  - o *Declaration of Commitment to Ensure Free, Prior and Culturally Informed Consent in Health Services for First Nations Girls and Women in Quebec.*
  - o *Declaration of First Nations' Rights to Self-Determination and Cultural Safety.*
- Dental health:

<sup>1</sup> A priority can take place over several years. For the years 2025-2026 and 2026-2027, the priorities will be reviewed annually and adjusted according to the mandates given and the needs defined.

- Portrait of current issues in dental health (federal and Quebec programs).
- Legislative processes:
  - Co-development of distinctions-based Indigenous health legislation.
  - Support in the development of community laws regarding child and family services.
  - Preparation of briefs regarding federal and provincial bills.

**Goal 1.2.**  
**The FNQLHSSC service offer helps First Nations strengthen their local self-determination in health and wellness.**

**Indicators**  
*Impacts of the FNQLHSSC's service offer on local governance and self-determination in health and wellness.*

**Outcome 1.2.1**  
**The FNQLHSSC adjusts its service offer to integrate the learnings arising from the First Nations health and wellness self-determination processes.**

**Priorities for 2024-2025**

- Regional evaluation of the impacts of the long-term reform of the First Nations Child and Family Services Program.
- Evaluation of the FNQLHSSC service offer.
- Portrait of local support needs relating to governance and self-determination in terms of health and wellness.
- Analysis and presentation of the feasibility study for the transfer of the Assisted Living Program.
- Evaluation of the implementation of the Indigenous Early Learning and Child Care fund.

## 2. Support towards capacity building

Through its *Accompaniment Framework for Quebec First Nation Communities/Organizations*, the FNQLHSSC works closely with First Nations and offers a personalized approach. Holistic and multisectoral support paves the way for the development and strengthening of individual and collective capacities so that communities can offer effective, high-quality health and wellness services that meet the population's needs. As emerging needs are identified, the FNQLHSSC's support will evolve towards an integrated and culturally safe health and wellness planning support. This priority area also helps in preparing the next generation by providing the training and tools necessary to support First Nations in taking greater ownership of their services.

### Goal 2.1

The FNQLHSSC supports First Nations in the development of their integrated health and wellness planning.

### Indicators

*Impacts of the support on integrated health and wellness planning.*

### Outcome 2.1.1

The FNQLHSSC supports the development of integrated health and wellness planning based on the pace, capacities and realities of First Nations.

### Priorities for 2024-2025

- Review of practices and tools in integrated planning.
- Description of the steps in integrated planning.
- Development of an integrated planning framework.

### Outcome 2.1.2

First Nations have relevant tools and personalized support for the development of their integrated health and wellness planning.

### Priorities for 2024-2025

- Portrait of support needs in terms of integrated planning.
- Centralization of documents, practices and needs in terms of integrated planning.
- Revision of the Accompaniment Framework for Quebec First Nation Communities/Organizations.

## Goal 2.2

The FNQLHSSC supports First Nations in the implementation and evaluation of their integrated health and wellness planning.

## Indicators

*Impacts of the support on integrated health and wellness planning.*

### Outcome 2.2.1

The FNQLHSSC consolidates its service offer to support the implementation and evaluation of integrated health and wellness planning, particularly with respect to the development and growth of the capacities of First Nations.

#### Priorities for 2024-2025

- Portrait of the support currently offered to First Nations in terms of planning.
- Evaluation of the support offered by the FNQLHSSC.
- Identification and centralization of documents, practices and needs in terms of integrated health and wellness planning.

### Outcome 2.2.2

First Nations have access to long-term human, financial, material, technological and information resources based on the social determinants of health.

#### Priorities for 2024-2025

- Pharmacy project – First Nations banner.
- Thematic days and awareness campaigns:
  - o Wellness Day.
  - o Legal information campaign on youth protection.
- Tools:
  - o Creation of a framework model (curriculum) for early childhood while respecting First Nations languages and cultures.
  - o Information capsules and webinars on priority and current topics.
  - o Creation of a social profile in the MYLE electronic medical record for first-line preventive social services.
- Action plans:
  - o Implementation of the action plan for the *Framework Policy on Continuing Care for Persons With Decreasing Independence in Quebec First Nations*.
  - o Implementation of the action plan for the continuum of services in social inclusion and professional integration (FNQLHSSC and the First Nations Human Resources Development Commission of Quebec [FNHRDCQ]).
- Research and collaborations:
  - o Phase 2 of the portrait of First Nations criminalization.
  - o Québec Study on Social Relations at School, at Work and in the Community – First Nations.
  - o Collaborations on research projects.
- Public health:
  - o Update of the public health action plan for First Nations in Quebec.

**Goal 2.3**  
**First Nations benefit from personalized support.**

**Indicators**

*Impacts of the integrated health and wellness planning support on access to culturally safe, quality services and care.*

**Outcome 2.3.1**

**The FNQLHSSC helps the next generation of First Nations in their development by providing culturally appropriate training.**

**Priorities for 2024-2025**

- Training and guides:
  - o Training guide for income security advisors and managers.
  - o Guide to infectious diseases.
  - o Guide to collective prescriptions.
  - o Guide to physical activity entitled *Generations in Movement* (financial assistance program for sports and recreation).
  - o Updating the training on social inclusion and professional integration.
  - o Updated training on Horizon 2.0.
  - o Toolbox intended for Boards of Directors of childcare centres.
- Projects and networking related to access to services and care:
  - o Telehealth projects.
  - o Income security communities of practice.
  - o Videoconferences on supporting community projects.
  - o Coordination of networks, committees and working groups: Quebec First Nations Homelessness Advisory Committee, First Nations in Quebec Informal Care Roundtable, Income Assistance Advisors Network, Educational Network, Health and Social Services Directors Network, Nishkat Network, Regional Round Table on Wellness and Addiction Prevention Among First Nations, First Nations Child and Family Services Regional Round Table, Working Group on the Decision-Making Process, Treatment Centre Directors Network, Community Justice Committees Network.
- Regional events and meetings:
  - o Meeting on girls and women in sport and physical activity.
  - o Regional meeting on violence prevention and family intervention.
  - o *Shared Vision* – Phase 3 regional meeting.
  - o Coordination of Team Eastern Door and the North for the North American Indigenous Games.
  - o Coordination of Team Eastern Door and the North for the National Aboriginal Hockey Championships.

- Tools:

- Analysis supporting access to traditional food in food services.
- Review of the complaints handling process involving childcare centres.
- Tools for promoting university training programs – health sciences and social sciences component.
- Development of a framework model (curriculum) for early childhood while respecting First Nations languages and cultures.
- Pictorial routine.
- Clinical and intervention tool for sexually transmitted and blood-borne infections.

### 3. Advocacy

The FNQLHSSC ensures that First Nations' interests are defined, recognized and prioritized in its fields of activity. This priority area aims to support local and collective matters and seize opportunities to raise awareness about our rights in a context of omnipresent jurisdictional issues. Through collective actions, we promote safe access to equitable, high-quality services for First Nations, while addressing systemic barriers. By practising leadership in this area, the FNQLHSSC provides guidance and advice to governments through consultations. It also helps First Nations to strengthen their technical knowledge and their ability to advocate for their rights and interests.

#### Goal 3.1

First Nations collectively benefit from the support they need to protect and maintain their rights and interests.

#### Indicators

*Impacts of the support on advocacy for First Nations rights and interests.*

#### Outcome 3.1.1

Partners and collaborators working with First Nations are aware of their health and wellness-related realities, rights, needs and priorities.

#### Priorities for 2024-2025

- Development of guidelines on digital ethics.
- Drafting and dissemination of phase 2 of the report on free and informed consent and imposed sterilizations.
- Development of strategies targeting partners and collaborators.
- Establishment of a network of First Nations legal advisors.

#### Outcome 3.1.2

First Nations have the information they need to make informed decisions and act upstream on issues related to the respect of their rights and interests.

#### Priorities for 2024-2025

- First Nations health surveillance: history and outlook (reference document).
- Portrait of the situation of Quebec First Nations in prisons.
- Phase 2 of the portrait of First Nations criminalization in Quebec.
- Information capsules, webinars and information sessions based on priorities.

### Outcome 3.1.3

First Nations have the means to act proactively on issues related to the respect of their rights and interests.

#### Priorities for 2024-2025

- Development of tools to support communities in relation to the changes made to *An Act to combat maltreatment of seniors and other persons of full age in vulnerable situations*.
- Review of the process for handling complaints involving childcare centres.
- Awareness campaign against racism and discrimination.
- Development of a framework model law for the creation of a First Nations commissioner for children's well-being and rights.



## 4. Operational efficacy

Drawing on the knowledge and expertise of a dedicated and committed team, the FNQLHSSC continues to develop its internal capacity to ensure it offers adapted, high-quality services, while respecting the knowledge and cultures of the different nations. By optimizing its service offer, the FNQLHSSC intends to improve its operations and support. Efforts are being made to support First Nations both in developing community portraits with reliable data and in utilizing these portraits. Finally, internal policies and processes will be updated with a view to continuous improvement.

### Goal 4.1

The FNQLHSSC adopts a continuous improvement approach to support First Nations in achieving their wellness goals.

### Indicator

*Organizational readiness for change.*

### Outcome 4.1.1

The FNQLHSSC employs an approach based on respect for traditional and cultural knowledge and on reliable data in order to strengthen its service offer.

### Priorities for 2024-2025

- Transition and change management plan.
- Multisectoral platform for supporting First Nations.

### Outcome 4.1.2

The FNQLHSSC has a validated, representative, accessible and up-to-date portrait of the needs and distinct realities of First Nations.

### Priorities for 2024-2025

- Survey aimed at validating the needs of communities and organizations based on current mandates and priorities.

### Outcome 4.1.3

The FNQLHSSC offers services consistent with the portrait of First Nations' needs.

### Priorities for 2024-2025

- Multisectoral project to initiate a reflection aimed at developing a schedule of workshops based on expressed needs.
- Coordination of the action plan for strengthening the multisectoral approach – support component.

### Outcome 4.1.4

Thanks to the FNQLHSSC's overall support, First Nations have access to funding.

**Priorities for 2024-2025**

- SAGE 2.0. administrative platform

**Goal 4.2**

The FNQLHSSC adopts a continuous improvement approach to its governance and operations to strengthen its ability to better support First Nations.

**Indicator**

*Access to the tools and training required to strengthen skills and support abilities.*

**Outcome 4.2.1**

The FNQLHSSC has the means to evaluate internal policies and processes that allow for sound, effective and optimal management of its resources.

**Priorities for 2024-2025**

- Review of the governance committees of the Board of Directors.
- Review of internal policies.
- Consolidation of internal planning processes.
- Implementation of the strategic communications plan.
- System of assessment measures for FNQLHSSC tools and publications.

**Outcome 4.2.2**

The FNQLHSSC attracts First Nations employees while building employee loyalty through targeted initiatives.

**Priorities for 2024-2025**

- Development of a succession plan for management positions.
- Attraction and recruitment of First Nations employees (promotion of professions and careers in the fields of health and wellness, internship program, etc.).
- 30<sup>th</sup> anniversary of the FNQLHSSC.

**Outcome 4.2.3**

FNQLHSSC employees have the skills (knowledge and know-how), qualities and abilities (people skills) required to support First Nations in a way that respects their cultures.

## Priorities for 2024-2025

- Revision of the *Accompaniment Framework for Quebec First Nation Communities/Organizations*.
- Strengthening project management practices.
- Capacity development plan.
- Strengthening the multisectoral approach.
- Review of the onboarding process for new employees.