

Timmins Aboriginal Services and Programs Gap Analysis: Final Report and Recommendations

Developed in Partnership by:
Timmins Economic Development Corporation
The Timmins and District Aboriginal Partnership

Principal Author:

Kathryn Carrière

Aboriginal Liaison Coordinator, Timmins Economic Development Corporation, Fall 2011

12 Elm Street North, Timmins ON, P4N 6A1

(705) 705-360-2600 Ext. 7074/7079



Table of Contents:

- 1.0 Timmins and District Aboriginal Partnership (TADAP) Committee Members**
- 2.0 Executive Summary**
- 3.0 Project Recommendations**
- 4.0 The Aboriginal Community In and Around Timmins**
- 5.0 Online and Paper Survey - Key Areas of Discussion**
 - 5.1 Detailed Gap Analysis Survey Results**
 - 5.2 Current Social Service Needs of the Timmins Urban Aboriginal Community**
 - 5.3 “Other” Current Social Service Needs as Identified**
 - 5.4 Top Service/Program Gaps and Priorities**
- 6.0 Focus Groups – Key Areas of Discussion**
 - 6.1 Detailed Focus Group Results**
- 7.0 Key Service Providers for the Timmins Aboriginal Community**
- 8.0 Barriers Facing Aboriginal People in Timmins**
- 9.0 New Horizons**
- 10. Appendices**

1.0 Timmins and District Aboriginal Partnership (TADAP)

Synopsis

The Timmins Economic Development Corporation (TEDC) will be receiving up to \$247,000 in funding from FedNor and \$130,000 in funding from the Ontario Ministry of Agriculture, Food, and Rural Affairs—Rural Economic Development Program in order to create an Aboriginal Liaison Coordinator position to head the Timmins and District Aboriginal Partnership (TADAP), a three year project. TADAP is an innovative and timely initiative designed to enhance dialogical partnerships between the TEDC, Aboriginal organizations and First Nation communities within the Timmins-James Bay region. The aim of TADAP is to remove barriers, create jobs and cultivate business development opportunities for the mutual benefit of all people.

The Timmins and District Aboriginal Partnership project seeks to build confidence and meaningful relationships between the City of Timmins and the Timmins Urban Aboriginal communities. The project will bring together the Bands of the Mushkegowuk and Wabun Tribal Councils, as well as the City of Timmins and its partners to help create/implement successful socioeconomic opportunities leading to job creation, barrier removal and business development in the area. This initiative will benefit Northern Ontario Aboriginal communities and the City of Timmins by addressing areas including partnership development, skill enhancements/training and cultural awareness.

The key themes chosen by the partners for this project include: (1) increasing partnerships and development opportunities by forging a true partnership with Aboriginal communities (focus on fairness, respect and mutual benefit), (2) increasing Aboriginal cultural awareness in the community and (3) improving education and training opportunities for Aboriginal persons (e.g.: focus on skill-sets currently needed). The main objectives of the TADAP project are: (1) the building of relationships and partnerships between the Wabun and Mushkegowuk Tribal Councils, Urban Aboriginal organizations and the City of Timmins, (2) the identification and implementations of the “Building our Future 2005-2008” Strategic Plan First Nation session and work towards barrier removal, job creation and increased business developments in all communities involved, (3) the sharing of resources toward achieving mutually identified and desired community economic development project goals, and (4) the application of best principles and practices toward improving business and community life within, and progressively more healthy relations between, the partnered communities.

Committee Members

Chair:

Veronica Nicholson, Timmins Native Friendship Centre, Executive Director

Members-at-Large:

Stacey Cress, Northern College, Community Based Coordinator

Mélanie Dufresne, Collège Boréal, Chef - Programmes postsecondaires

Cathy Ellis, Timmins Economic Development Corporation, Director of Community Economic Development

John Gauthier, City of Timmins / Timmins Police Service, Police Chief

Andy Lefebvre, Métis Nation of Ontario, Economic Development

Bev. Perreault, Wabun Tribal Council, Employment and Training Services

Keitha Robson, Timmins Chamber of Commerce, Manager

Jean Sayers, Mushkegowuk Tribal Council, Executive Director

Ellen Sinclair, The Venture Centre, Executive Director

Principal Author:

Kathryn Carrière, Timmins Economic Development Corporation, Aboriginal Liaison Coordinator

2.0 Executive Summary

A welcoming, diverse and inclusive municipality is one that provides opportunities for the optimal well-being and success of all children, youth, adults and Elders – regardless of their heritage and ancestry. The Timmins area is home to a substantial Aboriginal population. As of 2006, 3 275 Aboriginal people were reported to live in Timmins which is a 14% increase from 2001 (<http://www.statcan.gc.ca/pub/89-638-x/2009001/article/10831-eng.pdf>).

The City of Timmins recognizes that not all needs of the Aboriginal community are being met and that meaningful programming and development initiatives are essential to individual and collective well-being. The City aspires to a fuller comprehension of the current situation of Timmins Aboriginal people that will pin-point community challenges and opportunities so as to address basic needs and issues of fuller social and economic health.

Timmins Aboriginal Services and Programs Gap Analysis: Final Report and Recommendations is a report developed in partnership by The Timmins and District Aboriginal Partnership (TADAP) and the Timmins Economic Development Corporation. The Timmins and District Aboriginal Partnership (TADAP) program is specifically funded by FedNor and OMAFRA – Red Program. TADAP is an innovative and timely initiative designed to enhance dialogical partnerships between the Timmins Economic Development Corporation (TEDC), Aboriginal organizations and First Nation communities within the Timmins-James Bay region. The aim of TADAP is to remove barriers, create jobs and cultivate business development opportunities for the mutual benefit of all people.

This report identifies pressing needs and issues affecting the quality of life of Aboriginal people in the Timmins region and articulates this concern through short- and long-term municipal development, which will further *cultivate the health, socioeconomic productivity and overall well-being of the Aboriginal communities while ensuring their independence and dignity*. It reports on the **Gap Analysis** study conducted within Year I of the project, and includes both qualitative and supplementary quantitative research. The report integrates the perceptions of 154 Aboriginal and non-Aboriginal community members who completed paper/online surveys and the participants of 2 focus groups. Where relevant, statistical information pertaining to the Aboriginal community has been added.

The Gap Analysis project utilized paper and online surveys, as well as focus groups, to evaluate the scope of existing services and programs for urban Aboriginal clientele. What services and programs are most utilized? Who provides them? What gaps exist in programming and service provision? That is, what are the biggest needs for the Aboriginal community within the Timmins-region? Ideas and recommendations were sought from both Aboriginal and non-Aboriginal respondents.

Timmins Aboriginal Services and Programs Gap Analysis: Final Report and Recommendations contains several main sections:

Project Recommendations have been developed with input by community members and the TADAP committee, and are addressed to all levels of government, organizations and community agencies. The report moves to make a series of recommendations for future actions that encourage and promote the overall well-being and success of our Aboriginal community.

The Aboriginal Community In and around Timmins provides a very brief demographic outlook and statistical profile of the community.

Online and Paper Survey - Key Areas of Discussion and **Focus Groups – Key Areas of Discussion** present and sum up respondent observations and suggestions for change regarding a variety of areas of discussed in the surveys and focus groups: health-related/crisis services, socioeconomic, income/employment, cultural/linguistic, justice, housing, social, recreation, education and more.

Key Timmins Service Providers for the Aboriginal Community details the most commonly mentioned service providers, as expressed by the participants. These range from Tribal Councils to non-profit organizations, to programs and services funded by all levels of the government.

Barriers Facing Aboriginal People in Timmins recounts some of the existing underlying barriers in our region that need to be addressed. These barriers are broader themes which affect many spheres of life for both Aboriginal and non-Aboriginal people. They are:

- a) **Shifting Demographics**
- b) **Human and Social Services**
- c) **Rural to Urban Transitions**
- d) **Low Income and Lack of Housing**
- e) **Inequality**
- f) **Racism**
- g) **Funding**
- h) **Social Involvement and Networking**

New Horizons discusses some of the new and exciting opportunities available to the Aboriginal community living in the Timmins region. While there certainly is much room for improvement in terms of program provision, existing human service providers have worked tirelessly to ensure a basic level of needs are met and standards are maintained. The Aboriginal community living in Timmins is in many ways fortunate to have such a variety of organizations which make themselves available in terms of services, counsel and funding. New Horizons reveals that the City of Timmins and those living within it (both Aboriginal and non-Aboriginal) are at a crossroads. Together we can work together to ensure mutual well-being for ourselves and our children.

3.0 Project Recommendations

All recommendations will be expanded upon in full detail further on in the report.

a) Short term recommendations:

- i) Plan and implement Collaborative Circles
- ii) Add “Welcome to Timmins” sign in Cree or Ojibway syllabics
- iii) Add Aboriginal content to the City of Timmins website
(<http://www.timmins.ca/>)
- iv) Hire a Municipal Aboriginal Liaison Coordinator who can also help with minor Cree and/or Ojibway translation tasks, assist with and coordinate project management and work with community members
- v) Host an annual employment seminar and job fair with participation/input from the local Bands and Tribal Councils
- vi) Create a Cree/Ojibway Aboriginal literacy program
- vii) Have an Aboriginal representative (either paid or volunteer) regularly attend City Council meetings to open/close meetings with a prayer and provide input on certain issues
- viii) Municipal involvement in recruiting and hiring Aboriginal medical specialists (GPs, Nurse Practitioners, Registered Nurses, Mental Health Workers, Dieticians, Health Promotion Officers)
- ix) Create and participate in Community Cup program with Timmins Police, in partnership with First Nations
- x) Create an outdoor ceremonial ground/green space, which can be used by Aboriginal groups and organizations for healing and celebratory purposes. This area should be equipped with a fire-pit and bathrooms, and should be very accessible (i.e.: located in downtown Timmins)
- xi) Compose and distribute a “What to Expect in Timmins/What’s in Timmins” publication/report which focuses on Aboriginal transitions from rural to urban environments. Distribute the document to local agencies (Aboriginal and non-Aboriginal), as well as to Tribal Councils and First Nations
- xii) Develop and implement a city-wide or regional Anti-Racism Coalition

b) Long term recommendations:

- i) Build affordable, accessible housing solutions for all Timmins residents
- ii) Develop an Aboriginal-specific housing project to improve housing conditions for Aboriginal residents
- iii) Open a subsidized long-term care facility/nursing home for Aboriginal Elders, with access to culturally-relevant care
- iv) Open an addictions treatment facility, complete with crisis beds and intervention programs

Detailed Project Recommendations

Short term recommendations:

i) **Plan and Implement Collaborative Circles**

The City of Timmins and its inhabitants would greatly benefit from the planning and implementation of permanent Aboriginal-focussed Collaborative Circles. A Collaborative Circle is a group of individuals, coming from diverse professional and cultural backgrounds who meet on a regular basis to discuss particular issues proactively and to identify/design projects to meet community needs. These groups can range in size, but require at least 8-10 people to be effective in terms of discussion and issue-identification. Circles are open to the public, and people of any age are encouraged to attend and share their thoughts/ideas.

Based on the needs identified by this Gap Analysis, key Collaborative Circles that should be established are: Employment/Training, Housing, Youth and Cultural Awareness/Retention. There are many other Circles that could be meaningfully established, such as Elders, Justice, Education and Access to Social Services, however the aforementioned themes are suggested as good starting points.

In order for the Collaborative Circles to be success, a Coordinator should be hired so as to provide administrative support for the established Circles. The Coordinator will arrange meetings, support identified projects and recruit key community members to sit in each Circle. It is also important for each circle to have representation from both the Aboriginal and non-Aboriginal communities. Despite the fact that the Collaborative Circles are dealing with issues pertaining to the Aboriginal community, any solutions for identified issues must emerge from the community at large. Local Aboriginal agencies, Tribal Council staff, Band members and municipal representatives would be valuable additions to each Circle.

A related suggestion would be to develop a Funders Table, which is comprised of various orders of Aboriginal and non-Aboriginal government, private sector representatives, foundations and other parties familiar with funding opportunities. The role of those who sit at the Funders Table is to establish criteria for evaluating any projects brought forth by Collaborative Circles and to provide/aid in the funding of initiatives that meet the identified criteria.

ii) **Create More Inclusive Signage**

Many participants brought up the fact that the “Welcome to Timmins” signs that can be found throughout the City (particularly at the City limits), as well as at the Airport, are not as inclusive as they could be towards Aboriginal communities. Because Timmins has a sizable Aboriginal community, it is very important to recognize their presence municipally. Additionally, many Aboriginal people travel to, from and through Timmins on a regular basis for work, school or leisure related reasons. Updating the City’s signage to reflect its diversity is a simple way to make Timmins a more welcoming place to work, live and play.

Another associated recommendation is for the City of Timmins and Timmins Economic Development Corporation, in partnership with other Aboriginal organizations, to encourage local firms and agencies to make their own signage more inclusive.

If local business were to incorporate Cree and/or Ojibway syllabics into their marketing, not only would their potential audience increase thus leading to increased profits but they would also make their business appear more welcoming and socially aware.

iii) **Update the City of Timmins Website**

Currently, the City of Timmins website (<http://www.timmins.ca/>) has no Aboriginal content on it whatsoever. There is no information pertaining to the Aboriginal community in terms of services or programs available. Because of the vast amount of traffic between Timmins and remote regions (such as the James Bay Coastal lowlands or rural reserves), the City of Timmins website becomes a key source of comprehensive and reliable information for residents, newcomers and those pondering relocating to Timmins. Providing links or information about what programs, services and initiatives are in place to aid the Aboriginal community would not only allow the City of Timmins to recognize the needs of a large segment of its population but would also disseminate information to larger spheres of the general public. Having a virtual space dedicated to Timmins' Aboriginal community could help the City cultivate more meaningful relationships with local Aboriginal agencies and First Nations. Content could include: lists of programs/services, key Aboriginal organizations, links to Tribal Councils and Provincial Territorial Organizations, a list of upcoming events pertaining to the Aboriginal community, and an Official Declaration by the City stating their proactive approach to Aboriginal/non-Aboriginal relations, community and socioeconomic development.

Some municipalities and organizations have gone one step further, and offer their content in not just English and French, but also in Cree and/or Ojibway syllabics (Cree is spoken by the majority of Mushkegowuk Tribal Council's Bands while Ojibway is spoken widely throughout Wabun Tribal Council Bands). If the City of Timmins was able to offer key website content in an Aboriginal dialect, those residents and potential-residents who speak neither English nor French would be able to locate important municipal information with much greater ease. Additionally, having Cree and/or Ojibway syllabics on the City's website would demonstrate to the general public both the importance of building bridges with the Aboriginal community as well as the key role they have in the City's diverse fabric.

iv) **Hire a Municipal Aboriginal Liaison Coordinator**

One of the more dominant issues that was raised in both the paper/online surveys and the focus groups was the fact that the City of Timmins has no permanent Aboriginal Liaison Coordinator (or someone of the likes) whom Aboriginal residents can contact with questions and/or concerns. This report recommends that a full-time position be created by the City of Timmins for an Aboriginal Liaison Coordinator who can speak Cree and/or Ojibway. This individual would not only help with and facilitate Aboriginal community outreach, but could also serve as a primary point of contact for new Aboriginal residents to Timmins. Additionally, this individual could work with local organizations (specifically the City of Timmins, the Timmins Economic Development Corporation, the Timmins Chamber of Commerce, and more) to encourage Aboriginal business start-up so as to fill evident gaps within the community. Beyond this, the Aboriginal Liaison Coordinator could assist and coordinate various other projects based on the needs of the Timmins Urban Aboriginal community. The Coordinator will help stimulate economic development opportunities and community partnerships between the City of Timmins and the Aboriginal community. Additionally, he or she will help in identifying various barriers and challenges that the Aboriginal community may face within the region, as well as outline potential solutions to address these issues.

Having a full-time, permanent Aboriginal Liaison Coordinator on City of Timmins Staff will give a member of the Urban Aboriginal community much needed public visibility. Various respondents commented on the fact that not enough effort was made by the City of Timmins to hire Aboriginal people. Developing and creating a specific Aboriginal Liaison position would do just this.

v) **Host an Aboriginal Employment Seminar/Job Fair**

In order to address many of the employment-related issues that were raised during both paper/online surveys and the focus groups, this report recommends that an Aboriginal employment seminar or job fair be hosted in Timmins on an annual basis. The job fair would be most effective as a truly collaborative effort, designed and implemented by various key organizations (including the City of Timmins, Wabun and Mushkegowuk Tribal Councils, Nishnawbe Aski Nation, Nishnawbe Aski Development Fund, Far North East Training Board, as well as various major employers from the Timmins region). The job fair might incorporate some of the following elements: First Nation entrepreneurship/business start-up, employer presentations, resume writing and interview etiquette workshops, and perhaps on-the-spot interviews if possible. Depending on its success, the job fair/seminar could even be taken “on the road,” so as to reach audiences who live on reserves or who are not part of Timmins’ Urban Aboriginal community but are seeking employment or business opportunities.

vi) **Develop an Aboriginal Literacy Program**

This two-tiered recommendation blends elements of cultural retention and cultural awareness, in response to two clearly identified concerns in the surveys and focus groups.

A first common concern that we heard was the fact that Urban Aboriginal children are not presented with enough opportunities to learn about and participate in cultural activities in the schools they attend. Some participants reported about occasional in-class events where an Aboriginal speaker would come in and talk to students about their culture and traditions, or where youth could learn Cree (for example) syllabics or how to say their names in an Aboriginal language. Because Aboriginal youth are not given avenues through which they can explore their heritage within a school-setting, their cultural pride and knowledge often starts to fade over time. Unless parents are able to enrol their children in recreational activities designed to provide youth with culturally relevant knowledge (such programs are available through Tribal Councils, Bands and urban organizations, such as the Timmins Native Friendship Centre), however our respondents suggested they would like to see some sort of Aboriginal-friendly education within both the Public and Catholic school boards. We recommend a variety of Aboriginal- and non-Aboriginal organizations partner up and collaborate to bring regular Aboriginal-relevant education into our schools.

The second-tier of this project involves cultivating Aboriginal literacy within the non-Aboriginal community (particularly youth). Designing and implementing Aboriginal-relevant curriculum, activities and events within Timmins-region schools would bring elements of Aboriginal culture to young audiences who may not otherwise have the opportunity to become literate with particular elements of it. Faculty and staff could also greatly benefit from learning more about Aboriginal culture and traditions. Depending on the success of the program, an expanded Cultural Literacy program could be launched on a regular basis to take place to wider audiences, in public venues.

vii) **Have Aboriginal Representation at City Council**

A very important project recommendation is to work towards achieving some sort of Aboriginal representation on City Council. Attaining such representation would greatly benefit the partnerships between local Aboriginal and non-Aboriginal communities in a very visible and public manner. We recognize that having an elected official may not be possible because of a variety of factors, such as time, effort and community involvement. However, a very plausible way to achieve Aboriginal representation in City Council would be to have a volunteer (such as an Aboriginal community leader or Elder) open and close Council meetings with traditional elements (such as a prayer, song or smudge).

In order to gain Aboriginal perspectives on particular municipal issues, this report suggests the City of Timmins (in coalition with various community partners and Timmins Aboriginal agencies) solicit an “Aboriginal consultant” who could be approached to provide unique insights for council-related issues which may otherwise be overlooked.

viii) **Municipal Involvement in Recruiting/Hiring Aboriginal Medical Specialists**

Particularly in the focus group with Kunowanimano Child and Family Services, respondents commented on the lack of Aboriginal medical specialists in Timmins. Currently, it is difficult to find family doctors, general practitioners and/or nurse practitioners. Long wait lists and even longer distances to travel are very common for countless people, and many individuals and families are left without a regular medical care giver thus forcing them to rely solely on walk-in-clinics and the emergency room. Finding Aboriginal medical specialists, who are aware of and sensitive to traditional healing models as well as Aboriginal culture, proves to be an even more of a challenge.

As reported in our surveys and focus groups, some Aboriginal people may understandably be somewhat distrusting of the Western medical system and treatment styles. These individuals would prefer to speak with specialists who are familiar with the issues, needs and history of the Canadian Aboriginal community. Having community “insiders” would encourage some Aboriginal members of the community to more fully participate in the health care system, and to work more cooperatively with non-Aboriginal specialists.

Beyond this, Aboriginal medical specialists would be helpful in situations where intervention and/or cultural “translation” was required. For example, the scenario was given to us by focus group respondents where a new mother appears tells her doctor that she has not purchased any items for her new baby. While the doctor may interpret this as an unwillingness to provide basic essentials for her new child, or even negligence, an Aboriginal medical specialist would be able to intervene and explain that, as is the case with various other cultural traditions (such as in Judaism), purchasing items prior to a baby’s birth can be considered to bring forth bad luck or spirits. While any culturally sensitive medical specialist or community worker would likely be able to work with medical professionals in such case scenarios, the presence of Aboriginal health care professionals would serve to more effectively bridge both perceived and real gaps between the Western medical model and Aboriginal traditional healing methods.

This report recommends that the City of Timmins, the Timmins and District Hospital and Porcupine Health Unit, in collaboration with other community (both First Nation and non-First Nation) partners to more effectively solicit and recruit Aboriginal medical practitioners. Information packages could be distributed and recruitment seminars could be held at various medical schools.

Later-stage associated projects could include sponsorship to send an Aboriginal youth to medical school or vocational college so as to prepare him/her for the health-care profession.

ix) **Start a Community Cup Sports Program**

Developed by the Thunder Bay Police Service Aboriginal Liaison Unit, the Community Cup Sports Program brings police officers and Aboriginal youth together to create bridges and break down barriers. The Community Cup Sports Program involves various one day tournament-style events (such as hockey, floor hockey, volleyball and basketball) held at local venues. A free pizza or bbq lunch is provided, and community sponsors are secured to help alleviate costs associated with snacks, beverages, advertisements and so forth. Teams consist of Aboriginal youth, non-Aboriginal youth, police officers, City officials, community and Aboriginal leaders and event sponsors. The program is designed to target high school aged youth.

This report recommends the Timmins Police Service work together with representatives of the Thunder Bay Police Service, as well as with other community partners, to develop a Community Cup Sports Program or another similar program of the likes. The creation of such a program would improve and enhance relationships between the Aboriginal community and the Timmins Police Service and would also help create meaningful partnerships for subsequent projects and community endeavours. Additionally, such events would respond to the need (as illustrated through this gap analysis) for increased affordable recreational activities for Aboriginal youth to participate in. Because the Community Cup Sports Program requires minimal, if any, cost from both the organizing and participant ends, it would be a very good project option for interested parties.

x) **Create an Outdoor Ceremonial Ground/Green Space**

A plausible short-term recommendation of this report is to create visible and dedicated municipal/public places which commemorate the achievements and success of local Aboriginal people. A monument and plaque in a small section of Hollinger Park, for example, could be devoted to celebrating the history of Timmins' Aboriginal community. These public commemorations would bring much-needed positive attention to the accomplishments of the Aboriginal community in and around Timmins. Additionally, for a relatively minimal cost and very low upkeep, the green space would cultivate a sense of local pride and achievement. Such public recognition would also encourage youth to strive to achieve their personal goals and to positively give back to their community.

Another associated project recommendation is for the City of Timmins to create an outdoor ceremonial space for the Aboriginal community to utilize. Although the Ojibway Cree Cultural Centre has just completed (Summer 2011) a permanent Tipi structure, which is intended to be used for workshops, traditional practices and healing ceremonies, the Tipi is under lock and key and is not easily accessible. Providing residents with more options where they can practice traditional elements of their culture, would help cultivate pride and cross-cultural learning. Many other regions with large Aboriginal communities have small pow-wow grounds, outdoor fire-pits and clearings which can be used to practice traditional medicine and participate in ceremonies. A good number of respondents told us that they have to travel out of town to access outdoor ceremonial grounds, which is not always the most convenient option (in terms of cost, time and organization) for them or other members of their community. It would be best for the City of Timmins to seize this opportunity and work together with local Aboriginal community groups to develop the outdoor space.

xi) Develop a “What to Expect in Timmins / What’s in Timmins” Publication

A key recommendation is for a “What to Expect in Timmins/What’s in Timmins” to be published by one or various community partners. When individuals and families move to Timmins from rural regions and, in the case of the Aboriginal community, from remote reserves, they may have no concrete knowledge of what exactly to expect in the City. Expectations may be built based on rumours, hear-say or the experiences of others who may have come to Timmins years ago. False expectations usually exist in terms of housing, living costs, employment, social networks and many other issues.

This report suggests comprehensive, free information packages be created, which contain all of the important settlement-related information that people require be provided to all surrounding communities, as well as their key organizations. Currently there are some settlement-service packages available, but they come from a variety of different organizations (ex: City of Timmins, Timmins Chamber of Commerce, Timmins Economic Development Corporation, etc...) and often have different, even conflicting, information. Efforts should be made to update and amalgamate these lists to create one large(r) comprehensive document, which each organization can distribute for free. It is important to make sure that members of the general public have access to these information packages prior to their arrival in Timmins.

xii) Design and Implement a City-Wide Anti-Racism Coalition

The Timmins region would definitely benefit from an intensive city-wide Anti-Racism Coalition. The Canadian Commission UNESCO currently has an initiative which invites municipalities from across Canada to join a Canadian Coalition of Municipalities against Racism and Discrimination and be part of a larger International Coalition promoted by UNESCO (<http://www.unesco.ca/en/commission/resources/documents/CallCoalitionEng.pdf>). This Canadian initiative is part of the larger United Nations Coalition for Municipalities against Racism and Discrimination.

This project recommends the City of Timmins sign on to this coalition against Racism and Discrimination. Doing so, would publically declare its support for the 10 commitment (as outlined on the website above). As a community-based research initiative, the Anti-Racism Coalition would use a variety of methods to engage community members and gather and analyze information about how Timmins is currently scoring on the 10 commitments. The City of Timmins would have to hire a key researcher who would work together with a steering committee (composed of a wide variety of stakeholders and business/non-profit representatives) to cultivate community and organizational input so as to produce a broad and inclusive community action plan (see Thunder Bay’s Action Plan as an example: <http://diversity.tbiz.ca/TBCARD-final-report.pdf>) to guide the city in moving forward in fostering a racism-free environment for all its residents.

Long term recommendations:

i) Develop Affordable Housing Solutions to Benefit All Timmins Residents

Finding and securing affordable housing is a challenge that many Timmins residents face, regardless of their ethnicity, background or culture.

A vast majority of survey respondents, in addition to most participants in the focus groups, agreed that there is a pressing housing crisis in Timmins. Subsidized housing, although existing in Timmins, is near-impossible to obtain due to lengthy wait-times.

This report recommends the development new, affordable housing projects that, once open, would be open to all residents who may wish to apply. These housing projects could include a variety of options, such as subsidized housing, Co-operative housing, social housing, and more. Community partners and organizations should work together to identify where the needs are, in addition to the sorts of housing initiatives that would best benefit Timmins residents.

ii) Develop an Aboriginal Housing Project

While many Timmins residents are faced with difficulties obtaining safe, secure and affordable housing, it seems that members of the Urban Aboriginal community are particularly vulnerable to discrimination and hardship when seeking a place to live. As will be discussed later in this report, Aboriginal people are often faced with prejudiced landlords who choose not to rent to them simply based on the fact that they are Aboriginal. Other Aboriginal families are forced to live in sub-par housing conditions because their landlord(s) refuse to fix repairs, update the building or make it safe(r) for children to live in.

An Aboriginal Housing Project would not only create new homes for Aboriginal families who are struggling to find suitable places to live, but would also be able to incorporate elements of Aboriginal culture into their development. Part of this Housing Project would include the development and creation of a steering committee, composed of key members of the Timmins Urban Aboriginal community in addition to other Timmins region leaders.

iii) Open a Subsidized Long-Term Care Facility/Nursing Home for Aboriginal Elders

Aboriginal cultures have unique traditions and approaches to healing/health that need to be respected on an ongoing basis. Beyond this, like all groups of seniors, it is important for Elders to continue living productive lives where they are close to their loved ones and communities thus enabling them to maintain key cultural and linguistic traditions. Urban Aboriginal Elders, especially those who have relocated to Timmins from a reserve-community, will undoubtedly experience mild-to-severe isolation from family, friends and cultural resources.

Currently there is currently no long-term care facility within the Timmins region exclusively for Aboriginal elders. This presents members of the Aboriginal community with great difficulties when attempting to care for their Elders and relatives. Many families bring Elders to live with them but looking after their needs can become very challenging. A long-term care facility designed to provide services and care in a holistic manner would ensure that each Elder's spiritual, emotional, physical, cultural and social needs are met on an ongoing basis.

A long-term recommendation of this report is for investors (public, private and/or Aboriginal) to recognize the value of such a project. There are many Aboriginal agencies and service providers within the Timmins region that would be able to contribute to the discussion (perhaps serving as a Board of Directors) and provide the recommendations/support required to ensure the facility meets particular standards.

iv) **Open an Addictions Treatment Facility, with Crisis Beds and Intervention Programs**

Timmins has great need for a local addictions treatment facility. Currently, most of those people in need of addictions education, treatment and/or rehabilitation have no option but to travel outside of the Timmins region to obtain addictions-related care.

This is problematic not only for those who may be unable to travel due to cost, work, family-commitments or school but also especially for those who may be traveling to Timmins from northern regions (ex: up the James Bay Coast).

This report recommends that various community partners in and around Timmins come together to create a holistic addictions treatment facility, complete with crisis beds and intervention programs. Crisis beds and intervention programs are both very important preventative tools, both of which participants claim are relatively unavailable within the Timmins region. It is suggested that this treatment facility not be Aboriginal-specific, but rather holistic in terms of its sensitivity to particular cultures, histories, healing models and traditions its clients may have. Having a locally accessible treatments facility would not only prevent individuals and families from having to leave town so as to access appropriate and relevant addictions-care but would also be more encouraging towards those who are apprehensive about receiving treatment in the first place. A local treatment facility would also help make Timmins more of a regional hub.

4.0 The Aboriginal Community in and Around Timmins

From: Marie-France Germaine, Rosalinda Costa and Karen Kelly-Scott, "2006 Aboriginal Population Profile for Timmins, Component of Statistics Canada," Catalogue no. 89-638-X no 2009001. Available at <http://www.statcan.gc.ca/pub/89-638-x/2009001/article/10831-eng.pdf>.

- According to the 2006 census, there were 3 275 Aboriginal people living in Timmins (14% increase from 2001).
- According to Statistics Canada, the Aboriginal population is 7.7% of the total Timmins population, and four out of ten Aboriginal people (41%) were under the age of 25, compared to 31% of the non-Aboriginal population.
- In 2006, 1 690 people identified as Métis, making the Métis community account for more than half (52%) of Timmins' total Aboriginal community.
- 1 465 people identified as First Nations (45% of total Aboriginal community), and only 1% claimed Inuit ancestry.
- About 75% of all First Nations respondents reported being a Treaty or registered Indian.
- 3% of Aboriginal respondents reported multiple or other Aboriginal identification(s).
- Aboriginal youth aged 15-24 had similar school attendance rates as their non-Aboriginal counterparts in 2006 (62% versus 60%).
- Aboriginal adults have a greater tendency to return to school later in life than non-Aboriginal people.
- 53% of Aboriginal men and 46% of Aboriginal women 25-64 have completed their post secondary education. 55% of non-Aboriginal men and 52% of non-Aboriginal women have completed post secondary education comparatively.
- Aboriginal people have a more than three times higher unemployment rate than non-Aboriginal people ages 25-54 (13.5% unemployment versus 4% unemployment).
- As of 2006, most Aboriginal children aged 14 and under (67%) lived with both parents but were more likely than their non-Aboriginal peers to live with a lone parent (30% versus 18%).
- Approximately 28% of Aboriginal people worked in the "sales and services" industries, making these occupations the most prevalent.
- In 2005, Aboriginal women had the lowest median income (\$ 16 929) when compared with their Aboriginal and non-Aboriginal counterparts. The median income for Aboriginal men was \$25 469, while non-Aboriginal men earned \$38 019 and non-Aboriginal women earned \$19 730.
- More than half of Timmins' Aboriginal population moved at least once between 2001 and 2006.
- One in eight (12%) Aboriginal people lived in homes requiring major repairs (i.e.: defective plumbing, wiring or major structural repairs) as of 2006.

5.0 Online and Paper Survey - Key Areas of Discussion

Over the course of one-month, both Aboriginal and non-Aboriginal respondents were encouraged to participate in a brief Gap Analysis survey (see: Appendix 1). This survey was made available online via i:Survey (esolutions group) and in paper-form at various physical locations throughout the City of Timmins. A marked, secure drop-box was also made available for completed surveys to be deposited where surveys were distributed.

Physical survey locations included:

- a) ***Misiway Milopemahtesewin Community Health Care Centre*** (130 Wilson Avenue, Timmins)
- b) ***Moose Cree First Nation*** (11 Elm Street North, Timmins)
- c) ***Mushkegowuk Tribal Council*** (36 Birch Street South, Timmins)
- d) ***Ojibway Cree Cultural Centre*** (204-273 Third Avenue, Timmins)
- e) ***Porcupine Health Unit*** (169 Pine Street South, Timmins)
- f) ***Timmins Public Library*** (320 Second Avenue, Timmins)
- g) ***Timmins Native Friendship Centre*** (316 Spruce Street South, Timmins)
- h) ***Timmins Police Station*** (185 Spruce Street South)
- i) ***Wabun Tribal Council*** (313 Railway Street, Timmins, ON)
- j) ***Northern College Traditional Powwow, April 2 and 3*** (Northern College, 4715 Highway 101 East South Porcupine, ON)

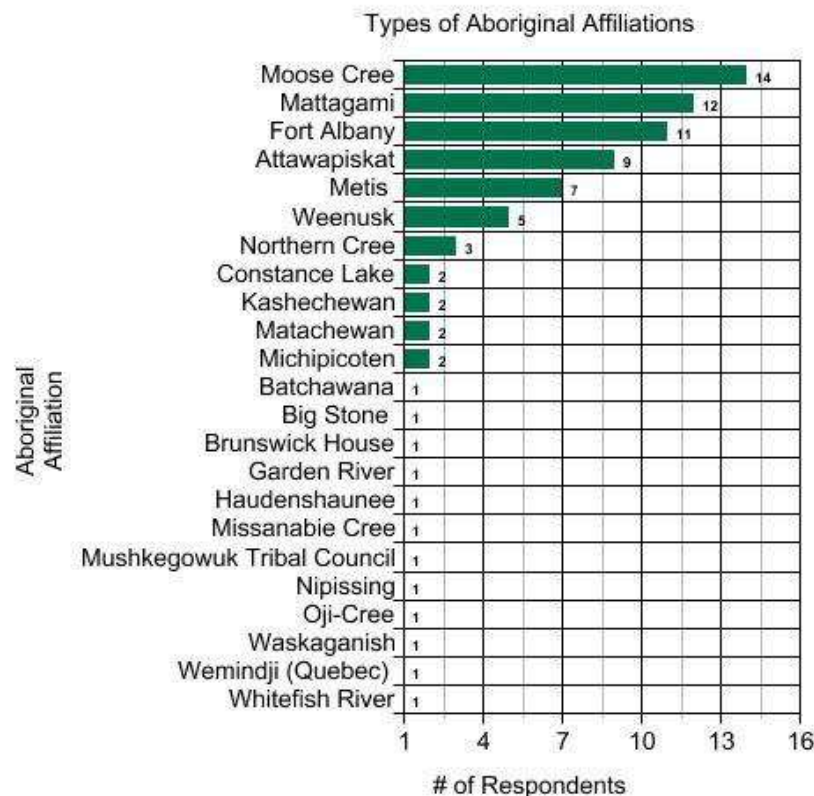
5.1 Detailed Gap Analysis Survey Results

a) Respondent Demographics

- 154 Aboriginal and non-Aboriginal community members completed paper/online surveys at a variety of locations
- 57% of respondents claimed Aboriginal ancestry, 43% were non-Aboriginal.
- 78 people were affiliated with a First nation.
- 84 groups were identified (ranging from Bands to Tribal Councils, to regional and linguistic affiliations).
- Many people had more than 1 type of affiliation.

Of those identified belonging to one or various First Nation community(ies), the vast majority of respondents belonged to Wabun and Mushkegowuk First Nations. This comes as no surprise, as Wabun and Mushkegowuk Tribal Councils represent the Bands in nearest proximity to the Timmins region.

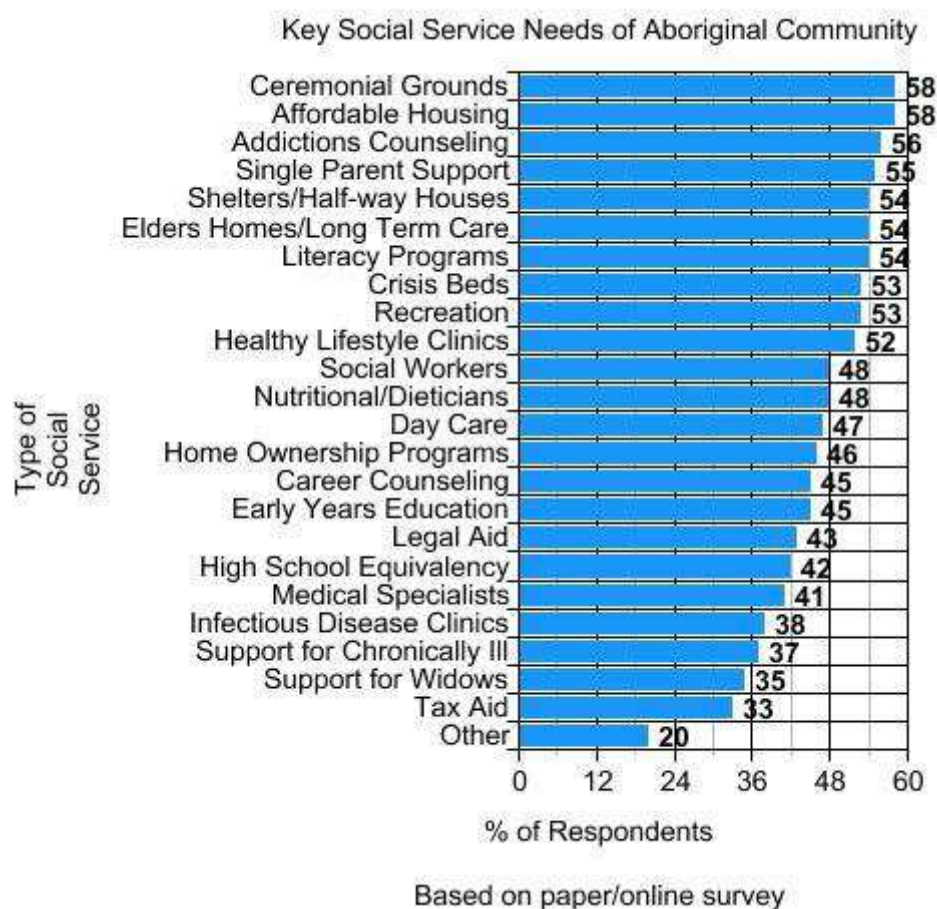
It is important not to assume that the proportions reflected below are representative of the total Aboriginal community in the Timmins region. Moose Cree First Nation members do not necessarily constitute 14% of our Urban Aboriginal community. Rather, these numbers are reflective of the respondents who participated in the Gap Analysis survey. Unfortunately, there are no accurate statistics which report the affiliations of the Timmins Aboriginal community at large. However, when looking at the diverse affiliations listed in the chart below, it becomes clearly evident that Timmins indeed is a catchment area for Aboriginal people throughout Ontario and Quebec.



5.2 Current Social Service Needs of the Timmins Urban Aboriginal Community

The survey (see: Appendix 2) asked respondents to identify what they believed are the current social service needs are for Timmins' Urban Aboriginal Community. These needs could either be met or unmet. A list of categories was provided, as well as an "other" box with room for comments. Respondents were encouraged to check off as many responses they felt applied.

Results for this question were as follows:



The identified current social service needs of the Timmins Urban Aboriginal Community.

<u>TYPE OF SOCIAL SERVICE NEEDED</u>	<u>% of respondents</u>
Ceremonial Grounds/Healing Lodges	58%
Affordable Housing Solutions	58%
Addictions Counseling Services	56%
Support for Single Aboriginal Parents	55%
Aboriginal Shelters/Half-way Houses	54%
Long Term Care/Elders Homes	54%
Aboriginal Literacy Programs	54%
Crisis Beds/Intervention Programs	53%
Recreational Activities	53%
Aboriginal Healthy Lifestyle Clinics	52%
Aboriginal Social Workers	48%
Nutritional Counseling/Dieticians	48%
Aboriginal Day Care	47%
Home Ownership Programs	46%
Aboriginal Career Counseling/Skills Training	45 %
Early Years Education for Aboriginal Families	45%
Aboriginal Legal Aid	43%
Aboriginal High School Equivalency Tests	42%
Aboriginal Medical Specialists	41%
Infectious Disease Clinics	38%
Support for Chronically Ill	37%
Support for Aboriginal Widows	35%
Aboriginal Tax Aid	33%
Other	20%

The identified current social service needs of the Timmins Urban Aboriginal Community.

5.3 “Other” Current Social Service Needs as Identified

When identifying current social service needs for the Timmins Urban Aboriginal Community, respondents were given the option of checking an “Other” box and writing their own comments/thoughts for consideration. This space was utilized by 20% of respondents, and was typically used as an opportunity to expand upon, emphasize and/or introduce new types of social services/programs to the list provided in the survey.

Responses can be organized within five categories: (a) Employment, (b) Cultural/Linguistic, (c) Health-Related, (d) Judicial and (e) Social.

(a) ***Employment***

- i) Aboriginal employment recruitment, training and placement services
- ii) Self-employment support, education, training
- iii) Self-employed business, tax and grant services

(b) ***Cultural/Linguistic***

- i) Cultural training courses
- ii) Aboriginal translators who can help non-English speaking residents
- iii) Catering services
- iv) Cree-learning language programs in our schools

(c) ***Health-Related***

- i) Diabetes prevention
- ii) Aboriginal sexual health clinics
- iii) Travel subsidies for dialysis patients
- iv) Stress management
- v) Treatment centres/after-care geared for Aboriginal people.
- vi) Centralization of all health-related programs

(d) ***Judicial***

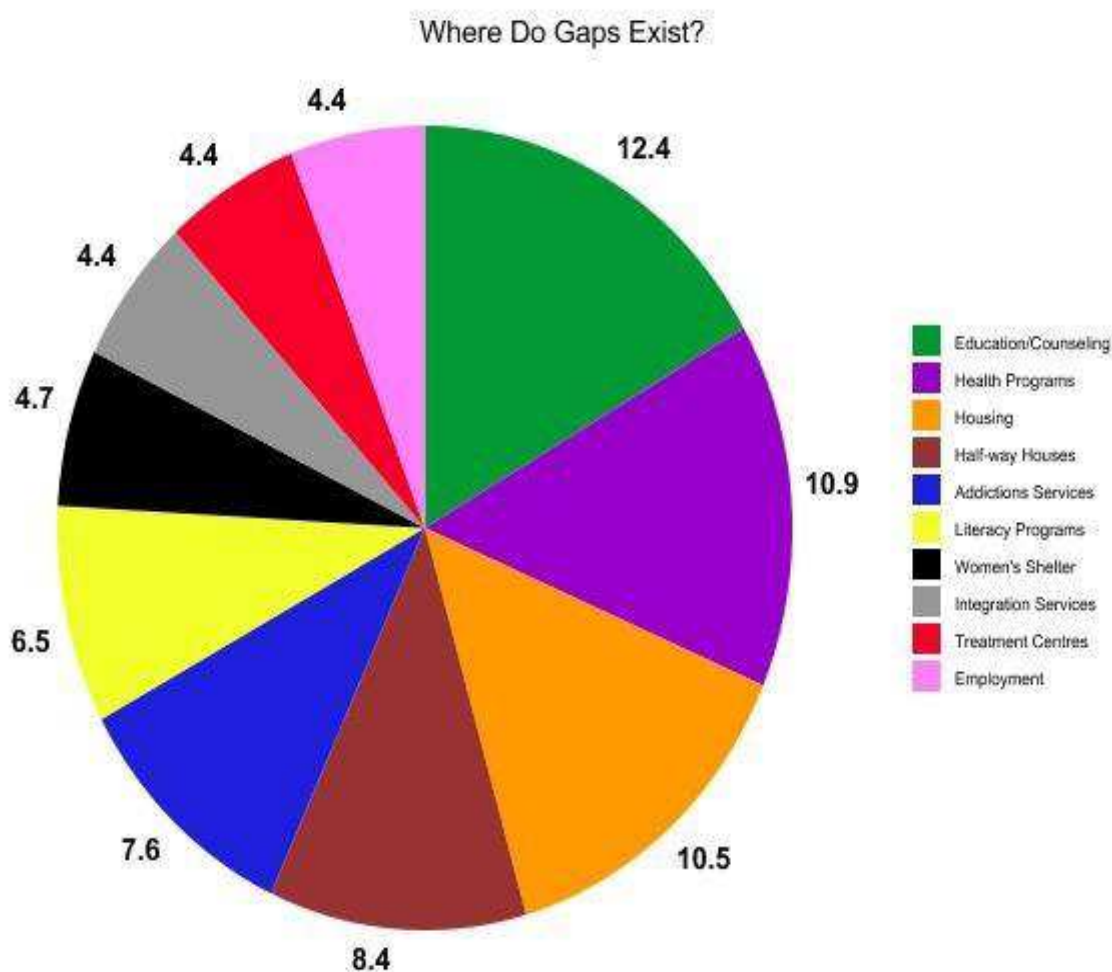
- i) Aboriginal courts

(e) ***Social***

- i) Free and organized recreational activities for youth

5.4 Top Service/Program Gaps and Priorities

About 12% of respondents said that career-counselling and in-school culturally relevant education is most needed in the Timmins-region. 10% of respondents identified housing and health programs as lacking. Crisis beds and addiction services were also identified by 7-8% of respondents. Some particular issues will be discussed below, while others will be expanded on subsequently in this report.



Percentage of perceived gaps existing with regards to Timmins-region programs/services for the Aboriginal community.

<u>TYPE OF SERVICE/PROGRAM LACKING</u>	<u>Number of respondents and % of total respondents</u>
In-school Culturally Relevant Education/Career Counseling	34 = 12.4%
Health Programs	30 = 10.9%
Housing	29 = 10.5%
Half-Way Houses / Crisis Beds	23 = 8.4%
Addictions Services	21 = 7.6%
Literacy Programs (English, Aboriginal languages)	18 = 6.5%
Women's Shelter	13 = 4.7%
Integration Services for General Public	12 = 4.4%
Treatment Centres	12 = 4.4%
Employment Opportunities	12 = 4.4%

The top 10 perceived gaps existing with regards to Timmins-region programs/services for the Aboriginal community, and corresponding percentage of respondents.

Online and paper survey respondents claim that the biggest visible gaps in terms of service and program provision for the Timmins Urban Aboriginal community revolve around education. Primarily, Timmins is lacking appropriate and culturally sensitive education on Aboriginal history, culture and traditions. Currently the vast majority of in-school curriculum does not touch upon key Aboriginal issues, and when Aboriginal issues are taught, treatment of such topics can be superficial and rather brief. It was believed by respondents that allowing students of all cultural backgrounds and ethnicities to learn about Aboriginal culture would deepen understanding amongst our youth while concurrently helping combat discrimination and/or racism.

Beyond this, existing curriculum in our schools should be more “Aboriginal-friendly,” in that many of the Western teaching styles (i.e.: assigned readings, lectures, very book heavy) are not compatible with traditional Aboriginal teaching styles. Within Aboriginal culture, education is very hands-on and lectures resemble stories about personal experiences and legends, as opposed to the simple regurgitation of facts and statistics. Youth learn in smaller groups, where interaction, discussion and question-asking are encouraged. Students in Aboriginal communities are able to learn about the beliefs, values and life-experiences of Elders and other members of their communities. When Aboriginal youth enter a Western-styled education system, they often find themselves lacking the institutional experience and know-how which would enable them not only to navigate through but accelerate in their classrooms. It was suggested by survey respondents that more efforts be made by the various Timmins school boards so as to offer students a variety of learning pedagogies, resulting in more well-rounded and adaptable students.

Effective career counselling is significantly lacking within the Timmins region, according to survey participants. Aboriginal youth in Timmins are oftentimes uneducated when it comes to the educational background and requirements needed so as to achieve their career-goals.

It was reported that some youth do not have the support of their families and are encouraged to leave school and get a job, so they can start earning money. However, these youth soon find themselves under-qualified and missing the practical knowledge required to enter the work force thus rendering them suitable for nothing more than minimum-wage jobs. Beyond this, the long-lasting effects and legacy of the residential schools can cause older members of the Aboriginal community to be unsupportive and untrustworthy of educational and academic pursuits. Having access to career-counselling provided both by Aboriginal and non-Aboriginal counsellors would allow youth to more fully realize their career-goals as well as the steps needed to achieve them. It would encourage youth to stay in school and to work hard. In combination with concurrent programming initiatives, such as job-shadowing and take a youth to work day, career counselling will help to empower youth and train them to be tomorrow's leaders.

Surprisingly, almost one tenth of survey respondents claim that there are significant gaps in terms of available health programs and services. While many participants simply checked off the "health" box, others did take time to expand on the issue. In terms of health, one of the greatest obstacles for the Timmins Urban Aboriginal community is accessibility. Many individuals and families are waiting for very long periods of time before they are able to see a health specialist. Within Timmins, there is an evident doctor shortage. For families who have relocated to Timmins from out of town, finding a family doctor proves to be an impossible feat. While some families have been able to find a nurse practitioner because of the young age of their child(ren), others are with no other option but to visit walk-in-clinics and/or the emergency room – both of which can be very time consuming and frustrating processes.

About 6.5% of survey respondents feel that strong literacy programs are missing within the Timmins region. Primarily, participants believe that Aboriginal youth should have increased opportunities to learn their own traditional languages within a variety of environments (ex: schools, community centres, workshops, etc...). Currently, public and Catholic schools in Timmins do not provide second-language programs in Cree, Ojibway or Oji-Cree. Especially for youngsters transitioning from rural or remote communities where perhaps they only spoke an Aboriginal language, having literacy programs which relate to their own particular needs would better enable them to not only learn English and/or French but also would simultaneously cultivate a sense of cultural pride within them. Literacy programs are also important for Elders within the Aboriginal community, as many are not completely fluent in English. Many words and actions are lost in translation, which makes settling in the Timmins region increasingly difficult. Additionally because there are so few certified translators within the City of Timmins, it can be difficult to find qualified and available people to work one on one with individuals.

Integration services are very important for any region which values its cultural diversity. Such programs can teach newcomers and minorities about the fundamentals of life lived in the new community. Interestingly, survey respondents feel that which such newcomer/minority-focussed integration services are important and about 4.4% felt that such services should be aimed at the general public, as opposed to simply the Aboriginal community. Having more inclusive integration services and programs aimed at the general public would not only help increase cultural tolerance and acceptance but would also create more closely-knit communities because of friendships and alliances formed by such boundaries. Such integration services would enable people to better adjust and adapt to life in Timmins while enabling them to develop meaningful roots here.

6.0 Focus Groups – Key Areas of Discussion

The results obtained via the paper and online surveys (see: Appendix 1) were substantiated with two focus groups. These focus groups were held after the survey was completed, so as to not interfere with data collection and respondent participation. It was originally planned to conduct a minimum of four focus groups with a variety of Timmins-region Aboriginal agencies and organizations. However, due to planning and scheduling difficulties, only two groups were able to take place.

Eight open-ended questions were presented to participants (see: Appendix 2) and discussion was encouraged.

The following focus groups took place:

- a) ***Timmins Native Friendship Centre Staff*** (held on Thursday 14 July 2011 at the Timmins Native Friendship Centre, 316 Spruce Street South, Timmins)

This two-hour group was comprised of 13 Timmins Native Friendship Centre staff whose specialities ranged from childcare to management, to employment training, education and counselling.

- b) ***Kunowanimano Child and Family Services Staff*** (held on Wednesday 12 October 2011 at the Kunowanimano Child and Family Services office, 38 Pine St. N. Unit 120, Timmins)

This hour and a half group was comprised of 9 Kunowanimano Child and Family Services Staff, ranging in ages, cultural/ethnic background and expertise.

6.1 Detailed Focus Group Results

a) *Timmins Native Friendship Centre*

The Focus Group held at the Timmins Native Friendship Centre was composed of staff members who are in charge of various administrative and programming tasks. The 13 participants ranged in ages and the group was composed of both males and females.

What are the most essential services needed for the Timmins Aboriginal community?

Participants identified several key service areas that they feel are lacking in the Timmins-region. These missing or un(der)-developed programs/services negatively affect the overall well-being Timmins Urban Aboriginal community remain unable to flourish. Because of the relatively tight-knit nature of the group (as they were all “friends” and/or colleagues), these issues were agreed upon by consensus.

- **Locally accessible addictions services:** Participants outlined various elements of addictions services that are desperately needed in the Timmins-region. Currently, the need for addictions services greatly outweighs what services are available. Addictions education, treatment and rehabilitation are the three main services needed. According to the participants, their clients range in terms of age, affiliation, life experience and socioeconomic status and all of them report difficulty in accessing treatment. Waiting lists are long, health professionals and medical specialists are scarce and oftentimes families are split up so that treatment can be accessed out of town.

A very important element of addictions services is the provision of culturally relevant treatment. Participants agreed that such addictions services must be aware of and/or sensitive to the unique histories, cultures and traditions of both the rural and urban Aboriginal communities so as to render themselves more effective. As some individuals were born and raised on or travel from rural reserve settings to Timmins to receive treatment, it is key to incorporate traditional elements within healing capacities.

- **Translation services:** There is a need to train and hire more translators. The participants reported that many of their clients have a mother-tongue that is neither English nor French. Cree, Ojibway and Oji-Cree were identified as main languages that participants encountered in their professional capacities at the Timmins Native Friendship Centre. For those clients coming from predominantly Aboriginal communities and/or reserve settings, and for many Elders who may not be versed in either English or French, having access to translators becomes critical in determining their Timmins adaptation and subsequent well-being.

Translators would be very helpful in helping those who have migrated from the coastal communities and other rural regions resettle and access services/programs which they may require. Going to the bank, setting up appointments, signing a lease, buying bus tickets – these seemingly mundane everyday events can be very difficult for those who are unable to effectively communicate and express themselves. Participants recommend that translators be associated with various, wide-spread centres.

The Timmins Native Friendship Centre does have some staff who serve as translators for clients but, as emphasized by participants, translation duties often fall outside of their job description and translation is done in addition to their work-related responsibilities. The City of Timmins, the Timmins District Hospital and most other Timmins corporations/organizations, do not have any official translators on staff who are able to aid those who may only be fluent in an Aboriginal language. Participants state that the Ojibway Cree Cultural Centre and the Wabun and Mushkegowuk Tribal Councils have staff who are certified translators, but that these individuals are very over-worked.

- **Programs for youth:** Although the Timmins Native Friendship Centre offers a variety of programs for Urban Aboriginal youth, focus group participants agreed that other organizations and community groups need to offer comparable programs. Mentorship programs, specifically, were mentioned as critically missing from Timmins youth programming. Mentorship programs would give Aboriginal youth the opportunity to make meaningful friendships with older role-model figures. Additionally, youth would be able to connect with successful community leaders and figures, and be inspired to achieve their own personal goals.

A permanent youth centre was also mentioned as something missing in terms of youth programming. Although after-school and homework clubs exist, youth do not have a supervised public place where they can go and hang-out with one another, after school and on weekends. Because youth have nowhere to spend their free time, they often end up hanging out on street corners or in large groups in parks or the mall. A dedicated youth centre would give Aboriginal youth the space and opportunity needed to develop a fuller sense of cultural pride and self-worth.

Participating staff also mentioned the increased need for sport programming for Aboriginal youth. Although there are various hockey and dance programs, participants feel that other sports should be offered on a regular basis. Additionally, one of the largest barriers for youth is the expensive cost of equipment and registration. Many families simply cannot afford to enrol their children into these programs. There are some sponsorship programs that can help offset costs, however transportation still remains a problematic issue. A one-hour sporting event can turn into a four- (or more) hour event for those relying on public transit to get to and from their game(s).

- **Shelters:** As many Aboriginal individuals and families are struggling to make ends meet, there is a greater need for shelters within the Timmins region. Although there are a few shelters that already exist within town, participants claim them to be very busy and over-packed, unable to accommodate the needs of the community. Additionally, respondents report that these shelters can be safe and unclean at times, which is a common reason why individuals may choose not to utilize shelters despite them being available.

Shelters are desperately needed for victims of domestic abuse and violence. Because these individuals are often shunned by members of their family and/or community for leaving violent or abusive situations, these individuals need supportive environments where they can learn to get feet back on the ground. While there is a very clear need for

women and children shelters, there are many men who lack access to safe environments where they can temporarily stay.

- **Addiction Services:** According to Timmins Native Friendship Centre Staff, there is also great need for more comprehensive, accessible addictions services. Participants claim there is a lack of treatment services, and there is no permanently open detox centre within the Timmins region. Some participants mentioned the good work that the Timmins Jubilee Centre does with rehabilitation and detox, however the Jubilee Centre is not always open and often is closed during the Summer season. In addition, more beds are needed so as to accommodate the demand for addictions services within our region.

It was agreed upon that it would be best to have addictions services for everyone (not just for the Aboriginal community). However, these addictions services should be respectful and cognizant of different healing and treatment approaches for different people. Services should ideally be offered in French, English and an Aboriginal language (Ojibway and/or Cree).

One of the biggest challenges in terms of establishing more comprehensive addictions services within the Timmins region is the lack of funding. Existing non-profit organizations are already struggling to stay afloat with the increased needs of the communities they serve. Also, staff participants spoke about the lack of human resources to run the programming. Workers simply do not have the time nor the energy to devote to running a full-service treatment centre, and volunteers are few and far between.

What programs and services would be on your “wish list”?

Participants were asked to also identify which programs and services they wished were available or more accessible within the Timmins region.

- **Affordable housing:** Staff at the Timmins Native Friendship Centre wished that the City of Timmins was more proactive in solving what they feel is a pressing housing crisis in our region. Many Aboriginal individuals and families are discriminated against by landlords or owners, when seeking rental properties or a place to live. Additionally, housing costs prevent many families from finding safe, clean housing to live in.

Participants wished the City took a more pro-active stance with landlords (specifically “slumlords,” as a vast number of participants put it). If a potential tenant has an aboriginal accent, he or she is told that the space is already rented therefore the individual is stuck with very little choice in terms of appropriate housing. Homes lack proper insulation and often have myriad problems with them, which landlords refuse to fix.

It was also said that social (or subsidized) housing is often just as bad as private housing. Respondents claim that there is a very long waiting list that people must stay on in order to qualify for subsidized housing. Staff told us that they know people who have been on the list for over six years. If more accessible social housing was available, housing would not be an issue for so many of their clients.

- **Mentorship/guidance programming:** Staff at the Timmins Native Friendship Centre also spoke about the vast need for better, more in-depth programming for Urban Aboriginal youth. Youth require reliable, available community supports to help guide them down the “right” path from a young age on. These community representatives could come from a variety of organizations and groups throughout the City of Timmins, and should ideally include people of all different ethnicities, including Aboriginal people.

Closely related to this is the need for a program similar to that of the “Big Brother Big Sister” programs throughout North America. Respondents said that having a program which matches youth with role-model figures would only benefit them, especially those youth who do not have role-model figures in their own lives. Respondents claim that Timmins used to have a Big Brother Big Sister program, but it no longer is running unfortunately.

Respondents also wished that there were more Job Shadowing/Take Your Kid to Work days which would allow youth get a taste of their future and subsequently to develop career-goals. The example of truck-driving was given: a youth would be partnered up with a truck driver with one of the City’s larger companies. The mentor would not only show him/her what the average day is like, but also discuss what sort of education/training is required to take on that job. Such increased programming would greatly benefit the youth, as many would opt to stay in school if they were better aware of what qualifications were required in order for them to secure meaningful work.

Pertaining to older students, better Co-op/Apprenticeship programs specially designed for those who have not completed their high school diplomas would be greatly improve moral and employment rates throughout the community. Respondents spoke of many people who knew how to bake, cook, repair machinery/vehicles, child-care, and so forth, but lack formal qualifications. Many existing Apprenticeship programs automatically disqualify individuals if they have not obtained their high school diploma. Having programs which were specially designed to aid people who have not completed high school in attaining certifications or relevant work-experience would greatly empower individuals to better their own lives.

What are the biggest unmet needs for the Timmins Urban Aboriginal Community?

Participants were asked to also identify what they feel are the largest, most pressing unmet needs of the Timmins Urban Aboriginal Community.

- **Food security:** By far the most pressing issue for the Timmins Urban Aboriginal Community, according to focus group participants, is the lack of healthy, affordable and available food. It is a well-known fact that those living in rural communities, especially those communities up the James Bay coast, pay substantial costs for everyday groceries and produce, as most often these things have to be flown-in. However, it was reported that many families remain unable to meet their daily food requirements particularly due to the fact that their money runs out by the end of the month. These families are living

paycheque-to-paycheque and once all bills are paid, oftentimes there is not enough money left to feed and fill-up hungry bellies.

The Timmins Good Food Box (created in partnership by the Timmins Native Friendship Centre, the Anti-Hunger Coalition Timmins, United Way and the Porcupine Health Unit) is a program that allows people to purchase quality fruits and vegetables at low cost. People pay for their boxes 2 weeks in advance, at the beginning of the month. While the program is a good one, which really helps a lot of families in need, respondents spoke about the need to expand the program, to offer a larger variety of foods and to meet a larger demographic.

Timmins also has a strong Food Bank program, which feeds over 1000 families on a regular basis. However, the success of the program relies oftentimes on the generosity of its donors. Additionally, some individuals are uncomfortable with the idea of using a food bank because of negative stigmas associated with them. Many people feel ashamed or shy about approaching others for their food-related needs.

Implementing regular breakfast programs would vastly help the community in terms of establishing more food security. Currently, there are a few schools in the Timmins region that offer breakfast programs, but these are few and far between. Existing programs are not held on a daily basis, but rotate throughout the week or month. Additionally, these programs are often put on hiatus or the proverbial “back shelf” during school holidays, Summer breaks and or even when the number of volunteers may be lacking. Respondents correctly feel that having more reliable and accessible breakfast programs would give those youth coming from low(er) income families the opportunity to start their day off right, accelerate in their studies and be healthier in general.

Respondents claim that more food security programming, perhaps done in partnership with various organizations throughout the city, would greatly benefit the community.

- **Increased Communications:** When people and families move to Timmins from rural regions and, in the case of the Urban Aboriginal community, from reserves, they may not have knowledge of what exactly to expect in the City. Many people have false expectations in terms of housing, living costs, employment, social networks and other issues.

It was suggested that comprehensive, free information packages be created, which contain all of the important settlement-related information that people require be provided to all surrounding communities, as well as their key organizations. Currently there are some settlement-service packages available, but they come from a variety of different organizations (ex: City of Timmins, Timmins Chamber of Commerce, Timmins Economic Development Corporation, etc...) and often have different, even conflicting, information. And, importantly, people must have access to these information packages prior to their resettlement in the Timmins region.

What are the biggest barriers that prevent the Timmins Urban Aboriginal Community from reaching its full potential?

Respondents were asked to identify what sorts of barriers (social, cultural, economic, and so forth) exist for the Aboriginal community within Timmins, and how these barriers may affect them.

- **Lack of appropriate education:** Focus group participants spoke about how Aboriginal learning is quite different than “typical” North American schooling styles. Aboriginal education involves more hands-on elements, with the youth being more visual/audio/experiential learners. Story-telling is very important within Aboriginal communities, and is an important way for youth to learn based on the experiences and beliefs of Elders in their community. Lots of assigned reading and non-personal lectures given by faculty are not always the best ways for youth within the Urban Aboriginal community to learn material, especially if they have moved from another education system (such as one on a reserve, for example).

Additionally, respondents report a very large and increasing gap between education on the reserve and education in urban centres. Many youth fall behind very quickly, when they relocate to the City because of different educational standards across the province and from region to region. Respondents said that having some sort of universal standards (either provincially, regionally, or school board specific) would help ensure that children do not have to struggle so much when moving from region to region.

Also, it was suggested that educational officials should strive to include more Aboriginal education into already existing curriculum. Many students do not know the difference between Cree and Ojibway, or about basic customs/traditions. Schools need to embrace the diversity of those they teach, and convey to the youth that not all Aboriginal people are the same. The school can be a place where diversity and differences are embraced and appreciated.

- **Racism:** Racism is one of the largest barriers that Aboriginal people in Timmins must face on an on-going basis. Although it was admitted in the focus group that the racism the Aboriginal community faces is not as bad or systemic as it was decades ago, all respondents claim that it still does exist and that there is much room for improvement.

Education is key, according to the participants, in solving the racism issue. Many people simply do not understand the culture, history or social circumstances of Canadian Aboriginal people. Respondents feel that education, for all age-levels, would not only increase accommodation and tolerance within the City of Timmins but would also increase a sense of cultural pride within the Aboriginal community, especially the youth.

What are some other issues that have not been discussed yet?

Finally, Timmins Native Friendship Centre staff were asked if there were any other issues which they would like to speak about which had not been explicitly covered in the focus group.

- **Marketing of the Aboriginal community:** Respondents felt that Aboriginal people within the City of Timmins need to market themselves more positively. Information campaigns, success story showcasing, open houses and public mini-lectures would all greatly benefit the overall image of the Timmins Aboriginal community. Many of these initiatives need to be more grass-roots in nature, originating from Tribal Councils, First Nations or Aboriginal organizations, according to participants. The information and stories must come from within.

Galleries, public monuments and craft stores would also help highlight the depth of Aboriginal culture, and would give the non-Aboriginal population the opportunity to have hands-on educational experiences. One particularly interesting suggestion was having rotating art-exhibits throughout the City (i.e.: in the Shania Twain Centre, in the library, in the museum, at City Hall and so forth) which would help support local artists as well as increase education and interest in Aboriginal culture.

- **City of Timmins Website:** Respondents also spoke about the lack of Aboriginal-related content on the City of Timmins website (<http://www.timmins.ca/>). Because many Aboriginal residents and non-residents (i.e.: those planning on moving to Timmins in the future) rely on the City of Timmins website for information about services, programs and departmental listings, participants felt that there should be some Aboriginal-specific content. This could range from having information available in Ojibway or Cree to listing contact information for key local Aboriginal services providers. Beyond this, it was felt that the website should reflect the diversity of the community by providing site visitors with information about the history of the Timmins Aboriginal community, as well as some local activities that members of the Aboriginal community organize and participate in.
- **Timmins City Council:** Staff at the Timmins Native Friendship Centre feel that some sort of Aboriginal representation on City Council would be greatly beneficial in improving the partnerships between local Aboriginal and non-Aboriginal communities. Although it was recognized that having an elected official is possible, but that would require much time/effort/community involvement, respondents seemed content with simply having an Aboriginal member of the community volunteer to open/close occasional meetings with a prayer or traditional element (ex: smudging ceremony). Additionally, while it was felt that having an elected official with voting power would be most beneficial for the Urban Aboriginal community, it was conveyed that many Aboriginal people just want to have an Aboriginal perspective presented to voting members so that they can be accounted for in decision making. It was suggested that this person (who presents City Council with Aboriginal perspectives) be solicited and recruited by the Aboriginal community through advertisements, and that this position begin as an unpaid one due to financial constraints.

b) ***Kunowanimano Child and Family Services Staff***

The Focus Group held at the Kunowanimano Child and Family Services was composed of 9 staff members who are in charge of various administrative and programming tasks, from a variety of Aboriginal and non-Aboriginal backgrounds.

What are the most essential services needed for the Timmins Aboriginal community?

Participants identified several key service areas that they feel are lacking in the Timmins-region. These missing or un(der)-developed programs/services negatively affect the overall well-being Timmins Urban Aboriginal community remain unable to flourish.

- **Child Welfare:** Staff at Kunowanimano believe that child welfare is the most pressing and urgent issue facing the Timmins region Aboriginal community. Kunowanimano Child and Family Services is currently trying to become a mandated child welfare society thus becoming an essential service as is the case with the Children's Aid Society (CAS). Kunowanimano works with CAS in many cases, but would prefer to take over the Aboriginal files, as up to 80% (their statistic) of CAS' children are Aboriginal children. Kunowanimano staff feel that having a mandated agency to deal with Aboriginal child and family issues would be best for the children and their families, as many facets within typical child welfare lack the understanding that is required to give children the best level of care. Having a mandated Aboriginal child and family welfare society would also allow more positive intervention and networking with other organizations in and around Timmins which may currently lack the capacity and understanding to address Aboriginal issues. The example was given where a new Aboriginal mother would refuse to speak anyone at the hospital regarding her baby. While medical staff may interpret this as a lack of cooperation or even an inability to properly care for the baby, it may simply be that she will only speak to someone who she trusts. A mandated Aboriginal child welfare agency would be able to positively intervene and speak with the mother thus serving as liaison between families and hospital staff.
- **Aboriginal Awareness in Schools:** Our schools need an Aboriginal unit which is both permanent and very visible to students. According to participants, this would increase understanding and cross-cultural awareness in the classrooms and in the playground. Participants feel that the lack of understanding originates from the teachers, who are never taught some of the basic elements or historical experiences of Canada's Aboriginal peoples. Various personal stories emerged in the focus group which spoke to various biases that some teachers in Timmins schools have towards the Aboriginal community. Proper training and education should be mandatory (a one-day seminar or instructional session) for all those who interact with students so as to better equip them in the classroom.

It was also suggested that each school have an assigned Aboriginal worker, who can interact and work with youth on an ongoing basis. Many Aboriginal youth feel uncomfortable opening up or disclosing personal information to Caucasian teachers who may not be familiar with their cultural background.

Staff at Kunowanimano told us how, in instances where youth were given the opportunity to connect with Aboriginal mentors/role-models within an educational settings, students would come out of their shells and change into more confident and proud individuals. Aboriginal counselors would allow students to feel more comfortable and less judged, as kids tend to open up more to people they can consider to be role models.

Another related issue is that Aboriginal youth are usually exempted from French lessons, especially if they have recently come from a community (i.e.: reserve) where no French language instruction was provided to them. While these youth are spared struggling in the classroom, trying to pick up an unfamiliar language, they are typically taken aside and segregated from the rest of the class during the French class. This makes students feel as though they are “different” than their peers and deeply affects their egos.

- **Transition Homes for Youth Aged 16-18:** According to focus group participants, youth (of all cultural backgrounds) between the ages of 16 and 18 “fall between the cracks,” as there are no programs and support services which they qualify for with the traditional child welfare model. At the age of 16, many youth are forced to leave foster homes thus leaving them homeless. These youth often end up couch-surfing or staying with family/friends. Shelters are not viable options for them either, as typically you need to be 18 years of age to stay overnight at the Timmins shelter. Kunowanimano staff suggested setting up a transition home, which would provide youth with a safe place to live. A transition home would also help keep youth off the streets at night, and would prevent them from getting into trouble.
- **Affordable and Accessible Housing:** Kunowanimano staff spoke about the difficulties faced by Timmins Aboriginal families in securing affordable and safe housing. Social housing, though available within the Timmins region, is difficult to obtain due to very long wait times. Families are often told they must stay on a wait list for up to 40 years until housing comes available. This proves to be not only very inconvenient but also rather frustrating for families, especially those with young(er) children. Additionally, Kunowanimano staff report a lack of accessible shelters within Timmins. The shelters that exist are often beyond capacity, and are not suitable options for families or those with children.

Many landlords within the Timmins region are also racist/discriminatory towards Aboriginal people in terms of their tenant choice. Oftentimes, families are turned away because of their cultural background and personal biases that potential landlords might have against the Aboriginal community. Even those with regular income, good jobs and “respectable” appearances are turned away simply due to the fact that they are Aboriginal. Landlords will tell them that apartments are rented or unavailable after meeting individuals, and will not answer further phone calls from Aboriginal people who may be interested in their property.

Aboriginal families who rent houses/apartments within Timmins may also unfortunately have to deal with difficult landlords (referred to as “slumlords” by many participants).

These landlords can be very negligent in maintaining household repairs and often do not ensure that their houses/apartments are up to code (in terms of fire alarms, structure, heating/cooling, appliances, and so forth). When asked to fix something in their property, these landlords can be very abusive and harsh towards those who have rented their house/apartment. Families unfortunately often have to deal with sub-par conditions because they have no other choice but to remain in their current housing situation. Finding another place to live in is not an option for them due to increasing accommodation costs and long wait lists.

What programs and services would be on your “wish list”?

Participants were asked to also identify which programs and services they wished were available or more accessible within the Timmins region.

- **Sports Recreation Programs for Youth:** Kunowanimano staff talked about some of the discrimination they and their clients have encountered in recreational hockey leagues. Various sporting leagues/associations in our region are simply not Aboriginal-friendly. Many Aboriginal youth are treated unfairly by coaches and teammates, due to their ancestry and a lack of cultural understanding/respect. Beyond this, many youth are not even given the opportunity to play due to their cultural background. Accordingly, Kunowanimano staff spoke about the great need for an Aboriginal hockey organization/team which would be able to provide Aboriginal youth with a safe and welcoming environment in which they can better themselves and cultivate their hockey skills.

Staff would also like to see some sort of Aboriginal Sports Association within the Timmins region, which not only organizes sporting events but also can help subsidize registration, equipment and transportation costs. Respondents spoke about the huge positive impact that such a sporting league would have on youth, as Aboriginal youth can incredibly benefit from playing on a team with their peers amidst cultural role models.

- **Cree-Based Treatment/Healing Facility:** Timmins needs a reliable and accessible treatment/healing facility, according to Kunowanimano participants. This facility needs to be Cree/Ojibway based and should incorporate elements of both traditional Aboriginal healing as well as Western medicine into its operative framework. Currently, many individuals and families are forced to travel out of town so as to receive adequate addictions and mental illness treatment, which is not always the most practical for low(er) income families. A major problem that exists is that families refuse to receive treatment due to the long distances they must travel, in addition to high costs associated with such treatment (ex: transportation, time off work, food, accommodation, and so forth). Participants feel that in order for such a facility to work, it must be a cooperative and collaborative project involving different elements of Aboriginal service providers/Bands/Tribal Councils/non-profit organizations.
- **Increased Municipal Native Cultural Influence:** Kunowanimano staff talked about the importance of having visible and dedicated municipal/public places which commemorate the achievements and success of local Aboriginal people.

Various types of monuments, plaques or hung flags were suggested by respondents. Having such public commemorations would not only bring much-needed positive attention to the successes of the Aboriginal community in and around Timmins but would also allow cultivate a sense of local pride and accomplishment. Such public recognition would also encourage youth to strive to achieve their personal goals and to positively give back to their community.

What are the biggest unmet needs for the Timmins Urban Aboriginal Community?

Participants were asked to also identify what they feel are the largest, most pressing unmet needs of the Timmins Urban Aboriginal Community.

- **Housing:** See above.
- **Employment Training Programs:** According to participants, the Timmins Aboriginal community is in great need of accessible and relevant employment training program. Although there are various “Job Connect” programs that exist, most of them programs are specifically designed for people who are currently receiving Employment Insurance thus rendering the programs ineffective in targeting all youth who may be interested in receiving such training. Employers should also take greater interest in hiring Aboriginal people, through the offering of training programs and skills equivalency testing. This would not only show members of the Aboriginal community the job potential they possess but would also funnel down and would positively impact youth by providing them with realistic career goals.
- **Health Care Practitioners:** Kunowanimano staff spoke about the difficulties their clients have in accessing medical care. Timmins has a well-noted shortage of medical doctors and nurse practitioners, and wait-lists to receive care are lengthy and not practical for families with young(er) children. Unfortunately, this problem is not just experienced by members of the Aboriginal community but rather affects the community at large.

Pertaining specifically to Aboriginal people, Kunowanimano staff feel that the doctors and medical staff who are currently practicing in Timmins are not as culturally sensitive as they could be. Many have not taken the time to understand or familiarize themselves with key Aboriginal cultural elements and are thus very quick to report anything that seems “strange” or “too different” to child welfare agencies or even the police. Increased cultural understanding would not only serve to bridge existing gaps between Aboriginal holistic/traditional healing models and those of “Western” medicine, but would also help to cultivate more trusting and compassionate relationships between practitioner and patient.

- **Missing Protocols for Child Welfare:** The Timmins Aboriginal community is also desperately lacking effective protocols between Aboriginal agencies and service providers, especially in terms of child welfare. Many organizations lack mandated instructions/protocols on how to best meet the needs of their Aboriginal clientele.

Accordingly, many service providers vary greatly in how they interact with Aboriginal families.

Kunowanimano staff would like to see sets of protocols (established with the help of local Aboriginal agencies) which are promoted and implemented from the “top down.” Staff feel that a top-down approach would render these policies more effective and successful. Having directors, CEOs, and other key figures collaborating with Aboriginal agencies will allow increased intervention to take place in best interest of their clients.

What are the biggest barriers that prevent the Timmins Urban Aboriginal Community from reaching its full potential?

Respondents were asked to identify what sorts of barriers (social, cultural, economic, and so forth) exist for the Aboriginal community within Timmins, and how these barriers may affect them or their clients.

- **Lack of Knowledge**: Kunowanimano staff spoke about how, despite there being plethora services and programs available, many people simply lack knowledge of how to access or utilize them. Urban Aboriginal people living in Timmins are often uninformed about the various social networks available to help them with various aspects of their life. Additionally, those Aboriginal people relocating to Timmins from rural regions (especially in the James Bay Coastal lowlands) often are missing key bits of information which could make their rural to urban transition much easier. For example, there are various organizations who have translators available and can help with basic tasks such as navigating the housing market, setting up a bank account or registering children in school. Kunowanimano staff suggest creating a comprehensive pamphlet containing all of the information which would be helpful to new and current residents of the Timmins region. The pamphlet would contain contact and program information for various community organizations and agencies, and could be distributed to local Bands and Tribal Councils so that families are better equipped upon relocation to Timmins.
- **Racism**: According to Kunowanimano staff, racism is an issue in Timmins. Members of the Aboriginal community are faced with racist people and situations on a regular basis. Respondents report that racism has plagued the City for decades and, unfortunately, the problem is not improving with time. Rather, racism is getting worse because no proactive solutions have been brought forth and implemented so as to address the issue. As more and more Aboriginal people choose to make Timmins their permanent home, other people’s personal biases and prejudiced beliefs become more apparent.

Kunowanimano staff feel that the best way to address and subsequently reduce the racism that exists in our city is through education. Schools and community groups need to be more involved in educating people about Aboriginal culture, traditions and history while highlighting the achievements of the Aboriginal community. Additionally, because more and more members of the Aboriginal community are becoming educated professionals, these individuals are able to speak out against racism and defend their people, culture, practices and traditions proactively. Organizations throughout the city also need to take time to address prejudices and biases that everyday people might have towards the Aboriginal community.

This could be done through workshops, seminars, cultural training or festivals in a publically accessible space which can be operated cooperatively by the various Aboriginal agencies in town. Many people harbour biases because they have no personal experiences or connections with Aboriginal culture. Also, as noted by Kunowanimano staff, there is power in numbers and teaching youth to be proud of their community through education and positive role models will only benefit those living in our city. Creating meaningful networks and relationships between people of all backgrounds will help cultivate stronger social ties and an overall sense of community in and around the City of Timmins.

What are some other issues that have not been discussed yet?

Finally, Kunowanimano staff were asked if there were any other issues which they would like to speak about which had not been explicitly covered in the focus group.

- **Art Showcasing:** Timmins needs to have a permanent arts project or museum which focuses on Aboriginal cultural arts, particularly of the Urban Aboriginal community. Kunowanimano staff spoke about how important it is to showcase local talented youth and provide them with the public encouragement/support that is required to cultivate their talents. Youth, especially, do not always have the means to distribute their work or market themselves to the general public and particularly in order to make a profit/earn a living. Having an arts project or museum which showcases Aboriginal art would not only provide artists with encouragement to continue their work but would also increase awareness in the community through education. Additionally, promoting arts in the Aboriginal community would help keep youth occupied and focused on positive social contributions. Finally, as noted by Kunowanimano staff, art can be very therapeutic and can encourage youth to come to terms with their feelings and emotions.
- **Child Welfare:** The City of Timmins needs to realize that child welfare is a huge issue, which greatly impacts the wellbeing of not only the Aboriginal community but the city at large. Kunowanimano staff feel that if child welfare was properly dealt with (i.e.: via mandated Aboriginal agencies, cultural awareness training and more), other issues would follow suit. Timmins, because of its large Aboriginal community, needs a child welfare agency which "...allows Aboriginal people to take care of their own" according to traditional and culturally acceptable standards.

7.0 Key Service Providers for the Timmins Aboriginal Community

Throughout the course of the project, participants were asked to identify where people go to access various Aboriginal social services and programs. Their responses clearly indicate that Aboriginal organizations are the (perhaps perceived) preferred utilized service providers for the Timmins Aboriginal community, however there are many other organizations that are credited with providing quality care and/or treatment. **Below are the service providers which were identified and recognized by survey and focus group respondents.**

- a) The ***Timmins Native Friendship Centre*** was identified as the leader in Timmins for providing services/programs for the Aboriginal community. Over 1/3 of the survey participants recognized the key role the Timmins Native Friendship centre plays in the region. “Inspired to make a difference by helping the many First Nations people migrating to the City of Timmins,” the Timmins Native Friendship Centre’s philosophy is one that “encompasses all people in the community who request [their] assistance” (www.tnfc.ca).

The Timmins Native Friendship offers the following programs and services:

- | | |
|--|--|
| - Aboriginal Alternate Secondary School Program (AASSP) | - Community Career Developer |
| - Aboriginal Court worker Program | - Employment and Training (Apatisiwin) |
| - Aboriginal Family Support/Aboriginal Family Wellness Program | - Fetal Alcohol Spectrum Disorder and Child Nutrition Program |
| - Aboriginal Healing and Wellness | - Life Long Care Support Program |
| - Aboriginal Healthy Babies/Healthy Children | - Literacy and Essential Skills |
| - Aboriginal Prenatal Nutritional | - Oppekehawaso Wekamik (preschool and toddler day care) |
| - Academic Upgrading (AU) | - Urban Aboriginal Healthy Living Program |
| - Aboriginal Alcohol and Drug Program | - Wasa-Nabin Urban Aboriginal Youth Program (13-18 year old support program) |
| - Aging at Home | - Youth Program (Four Directions). |
| - Akwe:go Program (7-12 year old support program) | |

- b) ***Misiway Milopemahtesewin Community Health Care Centre*** was identified by about 1/7 of respondents. The Centre accepts people that have Aboriginal, Métis or Inuit status, however there is a waiting list. The Misiway Community Health Centre provides “quality programs and services that honour, respect and support Aboriginal culture, values and healing practices, complimented by western approaches to primary health care” (Misiway Brochure).

The Misiway Health Centre offers the following programs and services:

- | | |
|--|---------------------------------------|
| - Individual/Couple/Family Counselling | -Self-Esteem Therapy |
| - Stress and Anxiety Management | - Addiction Intervention |
| - Crisis Intervention | - Critical Incident Stress Debriefing |
| - Assertiveness Training | - Foot Care Clinic |
| - Anger Management | - Medical Consult |

- Case Coordination
- Diabetes Clinic
- Well Women's Care
- Well Baby Care
- Smoking Cessation
- Prenatal Care
- Nutrition/Weight Loss Counselling
- Traditional Healing Services
- Patient Referral Services
- Women's Sewing Circle
- Traditional Ceremonies (i.e.: Naming, Sweats, Full-moon, Ancestor Feast)
- Traditional Counselling
- Health Promotion Activities (i.e.: Exercise Equipment)
- Cultural Awareness and Seasonal Activities

- c) **Wabun Tribal Council (WTC)** is a political body which serves the six First Nations of: Beaverhouse, Brunswick House, Chapleau Ojibwe, Flying Post, Matachewan and Mattagami. This Tribal Council is community-oriented and –driven, and remains accountable to the Chiefs of the First Nations it represents.

Wabun Tribal Council offers the following programs and services:

- Funding
- Band Governance
- Community Development
- Recreational Activities (youth, adult, Elder)
- Financial Management
- Technical Services
- Municipal Liaison Services
- Economic Development
- Education and Awareness
- Health
- Governance
- Employment and Training
- Community Referrals

- d) **Mushkegowuk Tribal Council (MTC)** provides advisory and support services to seven First Nations (i.e.: Attawapiskat First Nation, Fort Albany First Nation, Kashechewan First Nation, Moose Cree First Nation, Missanabie Cree First Nation, Chapleau Cree First Nation and Taykwa Tagamou Nation. Mushkegowuk Tribal Council also serves as a political body.

Mushkegowuk Tribal Council offers the following programs and services:

- Funding in some cases (such as employment and training)
- Band Government
- Community Development
- Financial Management
- Technical Services
- Economic Development
- Education
- Health
- Governance
- Employment and Training

- e) **Métis Nation of Ontario (MNO)** is a province-wide governance body which represents the collective rights, interests and goals of the Métis people and their communities in Ontario. The MNO is democratic, and Métis citizens are able to vote in province-wide elections to choose their regional and provincial leadership.

Métis Nation of Ontario offers the following programs and services:

- Education
- Employment and Training
- Labour Market Projects
- Job Search and Training
- Aboriginal Healing and Wellness
- Aboriginal Healthy Babies, Healthy Children
- Pre/Postnatal Nutrition
- Community Action Plan
- Diabetes Awareness Strategy
- Health Research Initiatives
- Long Term Care Program
- Mental Health Demo Project
- Chronic Disease Studies
- Rendezvous
- Responsible Gambling
- Rural and Native Housing Project
- Building Systems Technical Advisor Internship Program
- Residential Rehabilitation Assistance Program
- Residential Rehabilitation Assistance Program (Disabilities)
- Affordable Housing Program
- Community Wellness
- Harvesters Cards (Métis Hunting rights)
- Métis Card Application
- Economic Development

- f) **Nishnawbe Aski Nation (NAN)** represents the 49 First Nation communities within the James Bay Treaty No. 9 territory, as well as the Ontario portions of Treaty No. 5 (<http://www.nan.on.ca/>). Some respondents identified NAN as an important service provider for themselves and/or members of their community.

Nishnawbe Aski Nation offers the following programs and services:

- AIDS/Healthy Lifestyle Guidance
- Crisis Teams
- Oshkaatisak (Young People's) Council and Development
- Education
- Family Healing
- FASD/Child Nutrition
- Finance/Administration
- Governance Secretariat
- Healthy Policy/Planning
- Healthy Babies, Healthy Children
- CGN (Intergovernmental Network on Northern Aboriginal Youth)
- Lands/Resources
- Oski-Machiitawin (New Beginnings)
- Recreation
- Residential Schools Program
- Responsible Gambling Strategy
- Social Services
- Universal Vote
- Women's Council

- g) The **Ojibway Cree Cultural Centre (OCCC)** is a non-profit organization funded by Indian and Northern Affairs Canada through its Cultural Education Centres Program. The Centre seeks to promote, maintain and strengthen the culture of Aboriginal people in the Treaty No. 9 region (OCCC brochure).

The Ojibway Cree Cultural Centre offers the following programs and services:

- Language Translation (Cree, Oji-Cree and Ojibway)
- Language Interpretation
- Linguistic Resources
- Library and Resource Centre
- Curriculum Development Assistance
- Resource Sharing and Advocacy
- Teaching and Educational Support

General Service Providers

Various respondents also identified the following organizations/institutions as important service/program providers for the Aboriginal community in and around Timmins:

- a) ***Cochrane District Social Services Administration Board (CDSSAB)***
- b) ***City of Timmins***
- c) ***Porcupine Health Unit***
- d) ***Timmins and District Hospital.***

Please note: It is important to recognize the presence of other services providers in the community, despite the fact that they were not specifically identified by respondents. See Appendix 3 for a comprehensive list of other service providers/organizations which serve those in the Timmins region.

8.0 Barriers Facing Aboriginal People in Timmins

Barriers Facing Aboriginal People in Timmins recounts some of the existing underlying barriers in our region that need to be addressed. These barriers are broader themes which affect many spheres of life for both Aboriginal and non-Aboriginal people. They are:

a) **Shifting Demographics:**

The Timmins area is home to a large and diverse Aboriginal population. The total local population is approximately 47 500 and when including Timmins as a regional centre, this number increases dramatically to 117 000. Aboriginal people make up approximately 10% of the larger population (*Porcupine Unit publication, 2001*). According to Statistics Canada, the Aboriginal population is 7.7% of the total population. The Aboriginal population in Timmins is also very young when compared to the non-Aboriginal community, as youth in Timmins constitute 16% of all Aboriginal people in the City of Timmins. Timmins also has a very high portion of Aboriginal people who enter the City from rural regions (particularly from the James Bay Coast) on a seasonal basis, for school-, work- or family-related purposes. As needs of the Aboriginal community change, it is safe to say that the Timmins Aboriginal population will only continue to dynamically grow.

b) **Human and Social Services:**

Relevance, availability and accessibility to social and health services are considerable challenges for the Timmins Urban Aboriginal Community. These issues are determined by funding, number and availability of health care practitioners, ease of access (i.e.: location of services and whether or not they are accessible via public transit or foot), socioeconomic status and income and insurable benefit coverage. Some Aboriginal people find themselves limited in access to culturally meaningful and relevant counsel and/or treatment, especially if English or French is not their mother-tongue.

c) **Rural to Urban Transitions:**

As mentioned, many Aboriginal people living in the City of Timmins have relocated from reserves or communities in rural and/or remote regions of the province. Rural to urban transition can entail many unique hardships as well as a steep learning curve for individuals. Individuals and families must learn where essential services are and how to access them (if they are lucky enough to be able to speak English and/or French). They must also learn about schools for their children, how to set up utilities, where to access public transit, and where to do their shopping. Adults often have find themselves having to learn road-rules which did not exist in smaller communities. Additionally, life in an urban setting harshly contrasts with rural life in terms of child-care and supervision, safety and community atmosphere.

d) **Low Income and Lack of Housing:**

A substantial portion of Aboriginal individuals and families residing within the Timmins region fall within the low(er) income bracket. Clothing, feeding and caring for themselves proves very difficult when finances are an issue. Making ends meet is not the only challenge these people encounter unfortunately, as the City of Timmins is experiencing a housing crisis.

Because of the large number of contractors and business-people who travel in and out of Timmins on a regular basis, rentals are few and far between. Finding and renting a decent home is not only expensive, but can be a very arduous process. Home purchase is not an option for many of these families. Affordable homes have been tagged by many as having “slum-like” conditions, laden with structural issues, mould and vermin. Adding to this is a mentality that some landlords have which labels Aboriginal people as undesirable tenants who are trouble-makers and alcoholics. This untrue and over-generalizing stigma prevents many individuals and families from finding a safe and adequate place to live.

e) **Inequality:**

Another barrier that greatly impacts the Timmins Urban Aboriginal community is inequality. Many respondents argued that proxies of race and class are often employed by organizations and program providers which lead to a rationing of services. This leads to the propelling of minority status and stigmatization within Aboriginal communities at large.

f) **Racism:**

Closely linked to inequality, racism was constantly mentioned as a challenge to the overall well-being of the Aboriginal community. Respondents noted that racism exists in all spheres of life in Timmins, including in schools, the health care system, the judicial system, restaurants, the workplace and hotels. Although some participants say that racism is not as widespread as it may have been decades or years ago, it is still an issue that they would like to see addressed by community leaders and governments.

g) **Funding:**

Funding, or a lack thereof specifically, is an issue that clearly affects the quality of life experienced by the Aboriginal community within the City of Timmins. Respondents who worked for various organizations throughout the municipality stated that municipal, provincial, federal and private funding is inadequate. Many organizations have experienced serious financial cutbacks which have subsequently led to lay-offs, limited programming and longer-than-normal wait times for service provision. Additionally, many organizations are competing with one another for funding from the same sources, as there are limited funds available. Although some organizations fundraise and rely on volunteerism to make up for financial shortfalls, lack of funding and access to secure, permanent funding prevents many of our community members from receiving the full-spectrum of holistic services and programs.

h) **Social Involvement and Networking:**

This report recognizes the importance of community networking and social involvement within the Aboriginal community. Historically, the Aboriginal community is an oral culture with emphasis placed on oral communication and relationships. Also, many people within the Urban Aboriginal community are actively engaged in their communities through activities held in parks, schools and community/recreation centres, for example. By interacting in groups which have high(er) percentages of Aboriginal people, forums are created where people can meet others in similar situations, with similar backgrounds and similar interests while cultivating intergenerational relationships. This type of engagement also can help boost confidence, productivity and mitigate isolation.

9.0 New Horizons

The Timmins Aboriginal Services and Programs Gap Analysis Final Report and Recommendations presents a portrait of some of the challenges faced by the Timmins urban Aboriginal community. It emphasizes some of areas community members feel require attention and improvement.

Despite the fact that the Aboriginal community comprises approximately 10% of the total Timmins population, it is very important to remember their uniqueness from those outside of their community. Different holistic views, cultural/traditional frames of reference, worldviews and Canadian histories often prevent or inhibit members of the urban Aboriginal community from requiring/benefitting from programs and services designed for the non-Aboriginal community. Many Aboriginal people have spent time living in rural communities and/or reserves, which are quite different than urban Timmins in many respects. Beyond this while the non-Aboriginal community is generally an aging one, the Aboriginal community is younger. According to Statistics Canada, the Aboriginal population is 7.7% of the total Timmins population, and youth comprise 16% of all Aboriginal people in the City of Timmins. Programs and services need to be designed with these factors in mind.

Thus far, Timmins has already achieved “hub” status in that both Aboriginal and non-Aboriginal people outside of the region tend to travel here for a variety of reasons, including: health care, education, work, leisure, shopping, and more. Existing human service providers within Timmins have worked relentlessly so as to ensure a basic level of needs are met and standards are maintained. Each year, more programs are added to community rosters and more organizations step forward to make themselves available in terms of services, funding and counsel.

Beyond this, we are seeing new partnerships being created not only between Aboriginal community agencies but also with non-Aboriginal and municipal organizations. Together, various causes are spear-headed, addressed and solved in innovative ways. Volunteerism is increasing in our community, and people are devoting more of themselves to causes in which they believe. Non-Aboriginal people are helping Aboriginal people, and Aboriginal people are helping non-Aboriginal people.

This report provides 12 short-term recommendations and 4 long-term recommendations, based on intensive research and respondent participation. While addressing and implementing these 16 recommendations would certainly make Timmins that much stronger in terms of its program provision and recognition of the Aboriginal community, there still remains much work to be done. Embracing cultural diversity requires hard work from all parties involved. There will be expectations that the Aboriginal community will adapt to life in Timmins by continuing to contribute meaningfully; however human services, different levels of governments, organizations and businesses must be conscientious in providing the resources/supports needed in order to adapt and excel. People must come together and truly see one another as brethren, embracing our differences and taking time to learn more about our neighbours. We must share our thoughts, feelings and ideas in proactive ways. Together we can work to ensure prosperity and mutual-respect for our generation and those to come.

10.0 Appendices

Appendix 1: Gap Analysis Survey

Distributed in paper-format and online

The Timmins Economic Development Corporation is conducting an important survey about the programs, services and facilities that are available to Aboriginal People in the Timmins-region. The responses from this survey will help determine service-gaps, as well as possible ways to address them.

1. Please enter your postal code? _____
2. Do you or members of your household identify as Aboriginal? (YES) (NO)
 - a. If so, which First Nation do you identify with (if applicable)? Please specify.

3. What are the current social service needs for Aboriginal people in Timmins? (check all that apply)
 - ☐ Nutritional Counselling / Dieticians
 - ☐ Aboriginal Healthy Lifestyle Clinics
 - ☐ Aboriginal Tax Aid
 - ☐ Aboriginal Ceremonial Grounds / Healing Lodges
 - ☐ Aboriginal Child/Day Care
 - ☐ Aboriginal Literacy Programs
 - ☐ Aboriginal Social Workers
 - ☐ Aboriginal Addictions Counselling / Services
 - ☐ Aboriginal Shelters / Half-Way Houses
 - ☐ Support for Chronically Ill Aboriginal People
 - ☐ Affordable Housing Solutions
 - ☐ Long Term Care for Aboriginal Elders (i.e.: nursing homes)
 - ☐ Aboriginal Career Counselling / Skills Training

Timmins Aboriginal Services and Programs Gap Analysis: Final Report and Recommendations
Fall 2011

- ☐ Home Ownership Programs for Aboriginal People
- ☐ Aboriginal High School Equivalency Tests
- ☐ Crisis Beds / Intervention Programs
- ☐ Support for Aboriginal Single-Parents
- ☐ Aboriginal Legal Aid
- ☐ Early Years Education for Aboriginal Families
- ☐ Aboriginal Medical Specialists
- ☐ Support for Aboriginal Widows
- ☐ Aboriginal Infectious Disease (i.e.: STD/AIDS) Clinics
- ☐ Aboriginal Recreational Activities
- ☐ Other, _____ please _____ specify

4. What services/programs are available to meet the needs listed above? Please identify.

5. What are the top priorities in terms of needed services? Enter no more than 3 responses.

a) _____

b) _____

c) _____

6. Do you have any other comments? Please specify.

Thank you for filling out this survey!

Appendix 2: Focus Group Questions

Asked by moderator, Kathryn Carrière, at the focus groups

Focus Group Questions for Aboriginal Community/Timmins Service Providers

Questions:

1. **(OPTIONAL) Introductory Go-Round:** Please introduce yourself and your connection with services for the Urban Aboriginal Community in Timmins. What services does the organization/group you work with provide (very briefly)?
2. Based on your experiences working with Urban Aboriginal people, what do you think are the most essential services that are needed?
3. What are some secondary programs/services OR what services/programs do you consider important but not at the core of essential services?
4. What do you think are the 3 major unmet needs for our Urban Aboriginal community?
5. What barriers do you believe Aboriginal people face when trying to obtain the services they most need here in Timmins?
6. How can we help Aboriginal people better build and maintain their identity in Timmins?
7. How can we truly educate the Timmins general public to be more sensitive to Aboriginal issues?
8. Is there anything else you would like the City to understand about the needs of our Urban Aboriginal community?

Appendix 3: List of Service Providers within the Timmins region

Supplementary to those specifically listed by respondents within the course of the survey and focus groups.

Aboriginal Service Providers and Agencies

- Kapashewakamik Native Patient Hostel, 3255 Airport Road, Timmins, ON (705) 264-4661
- Kunowanimano Child & Family Services, 38 Pine Street North, Timmins, ON (705) 268-9033
- Métis Nation of Ontario (MNO), 347 Spruce Street South, Timmins, ON (705) 264-3939
- Misiway Milopemahtesewin Community Health Care Centre, 130 Wilson Ave Timmins, ON (705) 264-2200
- Moose Cree First Nation, 11 Elm Street North, Timmins, ON (705) 268-3072
- Mushkegowuk Tribal Council (MTC), 36 Birch Street South, Timmins ON (705) 268-3594
- Nishnawbe Aski Nation (NAN), 145 Wilson Avenue, Timmins, ON (705) 360-5502
- Nishnawbe-Aski Development Fund, 9-251 Third Avenue, Timmins, ON (705) 268-3940
- Nishnawbe-Aski Legal Services Corporation, 145 Wilson Avenue, Timmins, ON (705) 268-5544
- Ojibway Cree Cultural Centre (OCCC), 273 Third Avenue, Suite 204, Timmins, ON (705) 267-7911
- Timmins Native Friendship Centre, 316 Spruce Street South, Timmins ON (705) 268-6262
- Timmins Native Non-Profit Housing, 7-85 Pine Street South, Timmins, ON (705) 268-0222
- Wabun Tribal Council (WTC), 313 Railway Street, Timmins, ON (705) 268-9066

All Other Service Providers and Agencies

- Access Better Living Inc/Vie Indépendante et enrichie, 733 Ross Avenue East, Unit 2, Timmins (705) 268-2240
- AIDS Committee of Timmins & District, 185 Eighth Avenue, Timmins, ON (705) 268-8345
- Apprentissage Nova Learning, 362 Seventh Avenue, Timmins, ON (705) 268-0232
- Bayshore Home Health, Pine Plaza, 119 Pine Street South, Unit 204, Timmins, ON (705) 268-6088
- Brighter Futures Program, 720 Ross Street East, Timmins, ON (705) 360-7100
- Canadian Diabetes Association/Timmins & District Branch, 221 Third Avenue, Timmins, ON (705) 267-1191
- Canadian National Institute for the Blind, 60 Wilson Avenue (705)264-2312
- Canadian Mental Health Association, 330 Pine Street South, Timmins, ON (705) 267-8100
- Canadian Pre/Post Natal Nutrition Program (CPNP)
- Canadian Red Cross, 60 Wilson Street Suite 201, Timmins, ON (705) 267-4900
- Centre de formation pour adultes francophones, 45 Spruce Street South, Timmins, ON (705) 267-3222
- Centre for Addiction and Mental Health, 213 Ruth Street, Porcupine, ON (705) 235-1022
- Centre Passerelle pour femmes Timmins, ON (705) 360-5657
- Child and Family Services of Timmins and District, 707 Ross Avenue East, Timmins, ON (705) 360-7100
- Children's Treatment Centre, Timmins (705) 264-4700

- City of Timmins, 220 Algonquin Blvd. East, Timmins ON (705) 264-1331
- Cochrane District Detox Centre, 105 2nd Avenue, Smooth Rock Falls, On, (705) 338-2761
- Cochrane District Emergency Medical Services, The 101 Mall, 38 Pine Street North, Lower Concourse, Unit 109, Timmins, ON (705) 266-1208
- Cochrane District Social Services Administration Board (CDSSAB), 500 Algonquin Blvd E Timmins, ON (705) 268-7722
- Cochrane-Temiskaming Extend-A-Family Inc, 733 Ross Avenue East, Unit #3, Timmins, ON (705) 268-2240
- Cochrane Temiskaming Children's Treatment Centre, 733 Ross Avenue East, Unit 3, Timmins, ON (705) 264-4700
- Collège Boréal, 395 boulevard Thériault, Timmins, ON (705) 560-6673
- Communicative Disorders Program & Genetic Counselling Services, Timcor Building, 273 Third Avenue, Unit 103, Timmins, ON (705) 360-7319
- Community Care Access Centres (CCAC), 330 Second Avenue, Suite 101. Timmins, ON (705) 267-7766
- Community Food Bank, 100 Second Avenue Timmins, ON (705) 264-0493
- Community Living Timmins, 166 Brousseau Avenue, Unit A, Timmins, ON (705) 268-8811
- Conseil scolaire catholique de district des Grandes-Rivières, 341 Theriault Blvd, Timmins Timmins, ON (705) 267-1491
- Conseil scolaire public du nord-est de l'Ontario/Ecole Publique Renaissance, 301 nord, rue Shirley, Timmins, ON (705) 705-472-3443
- Counselling and Consultation Health Care Services, 670 Airport Road, Unit 205, Timmins, ON (705) 267-7170
- Credit Counselling Services of Cochrane & District, Elmar Building, 85 Pine Street South, Unit 07, Timmins, ON (705) 267-5817
- Dallaire's Residence, 169 Fifth Avenue Timmins, ON (705) 267-1561/ (705) 267-4962
- District School Board Ontario North East, 153 Croatia Avenue Schumacher, ON (705) 360-1151
- Early Years Centre, 707 Ross Street East, Timmins, ON (705) 360-7100
- East End Family Health Team, 4715 Highway 101 East, Northern College, South Porcupine, ON (705) 235-6900
- Genesis Housing Co-Operative Corporation, 1065 Bailey Avenue, Timmins, ON (705) 264-6996
- Good Samaritan House, 1-137 Golden Avenue, South Porcupine, ON (705) 235-4663
- Horizon-Timmins Palliative Care Inc/Soins Palliatifs Horizon-Timmins Inc, 733 Ross Avenue East, Kinross Building, Timmins, ON (705) 267-3434
- Infant Development Program, 600 Toke Street, Timmins, ON (705) 267-8181
- Jubilee Centre, 140 Jubilee Avenue East, Timmins ON (705) 268-2666
- Legal Aid Ontario, 3 Pine Street South Suite 202, Timmins, ON (705) 264-9472
- Les Maisons Cooperatives Des Pin Gris Inc, 400 Shirley Street North, Unit 100, Timmins, ON (705) 268-3248
- Literacy Network North East, The 101 Mall, 38 Pine Street North, Unit 121, Timmins, ON (705) 267-5663
- Lord's Kitchen, 86 Spruce Street North Timmins, ON (705) 264-0914
- Mennonite Central Committee, 233 A Pine Street, Timmins, ON (705) 264-2494

- Ministry of Health Assistive Devices Program, 1-800-268-6021
- Multiple Sclerosis Society of Canada-Timmins Chapter, Timcor Building, 273 Third Avenue, Unit 401, Timmins, ON (705) 268-8631
- Northern College of Applied Arts & Technology, 4715 Highway 101 East, South Porcupine, ON (705) 235-3211
- Northeastern Catholic District School Board, 101 Spruce Street North, Timmins, ON (705) 268-7443
- North East Community Care Access Centre, 330 Second Avenue Suite 101 Timmins, ON (705) 267-7766
- Ontario Disability Support Program (OSDP), 5520 Hwy. 101 East Porcupine, ON (705) 235-1700
- Ontario Legal Aid/Aide Juridique, 3 Pine Street South, Unit 202, Timmins, ON (705) 264-9472
- Ontario March of Dimes North East Region, Timcor Building, 273 Third Avenue, Unit 200, Timmins, ON (705) 267-2183
- Ontario Works (Welfare), 38 Pine Street North (101 Mall) Timmins, ON (705) 268-7722
- Porcupine Diabetes Information & Services, The 101 Mall, 38 Pine Street North, Unit 139, Timmins, ON
- Porcupine Health Unit, 169 Pine Street South, Postal Bag 2012, Timmins ON (705) 267-1181
- Porcupine United Way/Centreaide, 98 Pine Street South, Timmins, ON
- Preferred Rehabilitation & Counselling Services, 481 Preston Lane, Timmins, ON (705) 264-1081
- Professional Counselling Services, The 101 Mall, 38 Pine Street North, Unit 145, Timmins, ON (705) 264-3855
- Salvation Army Community and Family Services, 257 Third Avenue, Timmins, ON (705) 267-3422
- Seizure & Brain Injury Centre, 60 Wilson Avenue, Unit 312, Timmins, ON
- Smiles4kids 4 Canadian Kids, The 101 Mall, 38 Pine Street North, Unit 111, Timmins, ON (705) 267-3147
- South Cochrane Addiction Services, 2-85 Pine Street South, Timmins, ON (705) 264-5202
- South Porcupine Food Bank, 32 Main Street, South Porcupine, ON (705) 235-3450
- St. John Ambulance, 104 Balsam Street South, Timmins, ON (705) 264-6565
- St. Martin de Porres Food Bank, 86 Spruce Street North, Costello Community Care Centre, Timmins, ON (705) 264-0914
- Saint Vincent de Paul, 85 Spruce Street North, Timmins, ON (705) 264-1609
- Timmins and Area Women in Crisis, 355 Wilson Avenue, Timmins, ON (705) 268-8380
- Timmins and District Hospital, 700 Ross Avenue East, Timmins, ON (705) 267-2131
- Timmins Community Safety Committee/D.A.R.E., 185 Spruce Street South, Timmins, ON (705) 268-2677
- Timmins & District Victim Crisis Assistance & Referral Service, 185 Spruce Street South, Timmins, ON (705) 360-8700
- Timmins Family Counseling Centre Incorporated, 60 Wilson Avenue, Unit 310, Timmins, ON (705) 267-7333
- Timmins Family YMCA, 376 Poplar Avenue, Timmins, ON (705) 360-4381

- Timmins Learning Centre, 208 Third Avenue, Second Floor, Timmins, ON (705) 268-8900
- Timmins Police Service, 185 Spruce Street South, Timmins, ON (705) 264-1201
- Trillium Drug Program 1-800-575-5386
- Timmins-Temiskaming Community Legal Clinic, 119 Pine Street South, Timmins, ON (705) 267-0300
- Université de Hearst Campus de Timmins, 395 boulevard Thériault, Timmins, ON (705) 267-2144
- Venture Centre, Suite 134 - 38 Pine Street North, The 101 Mall, Timmins, ON (705) 360-5800
- Victorian Order of Nurses, 38 Pine Street North, Suite 139, 101 Mall, Timmins, ON (705) 267-8444
- Welcome Wagon, 451 Tamarack Street, Timmins, ON (705) 268-6346
- Women's Shelter Matheson, Tranquility House Shelter, ON 1-866-993-2339

Appendix 4: Aboriginal Listings for Sudbury and Thunder Bay

In order to gain insight and provide some context in evaluating the efficacy and determining the service gaps for Timmins-region Aboriginal programs and services, it is important to survey what other comparable Northern Ontario regional centres offer their Aboriginal residents in terms of human services. Below is a comprehensive list of Aboriginal programs, services and agencies that members of the Aboriginal community can access.

It is important to note that Thunder Bay and Sudbury both have larger populations than Timmins and the Aboriginal communities that reside in these regions may be more established in terms of business start-up, community networking and outreach.

The lists below are meant to provide audiences with the perspective and knowledge required so as to determine realistic aspirations and goals for community/business development and partnership building.

Sudbury

From "Community Diversity Project Aboriginal Listings in the City of Greater Sudbury,"
Prepared by N'Swakamok Native Alternative School. Available at:
<http://209.97.218.236/feedstream/content/aboriginal-mapping.pdf>

Consultants

Birds of Prey Art Studio
White Buffalo Road, Inc. (Wabishkode Pijiki Miikan)

First Nations Governance, Professional Services and Business Organizations

Native People of Sudbury Development Corporation
Nishnawbe Aski Nation
Ontario Métis Aboriginal Association
Ontario Native Education Counseling Association
Sudbury Métis Council
Wahnapitae First Nation
Whitefish Lake First Nation

Career, Employment and Training Services

Employment and Careers Services
Gezhtoojig Employment and Training
N'Swakamok Native Friendship Centre
Nishnawbe Aski Nation
Ontario Métis Aboriginal Association

Education, Day Cares and Libraries

Better Beginnings Better Futures
Cambrian College: Wabnode Institute
Cecil Facer Youth Center

Rainbow District School Board
Sudbury Catholic District School Board
Shki biimaadizwin kinoomaadwin Aboriginal Nursery School
Manotsaywin Nanotoojig Inc/Za-Geh-Do-Win Information
M'Chigeeng Binojiinh Gamgoonhs First Nations Day Care
N'Swakamok Native Friendship Centre
Negaan'abik Day Care
Nishnawbe Aski Nation
Ontario Native Education Counseling Association Wikwemikong Hub Centre

Family and Community Health Agencies

Northern Regional Recovery Continuum: Lakeside Centre
PineGate Addiction Treatment Services
N'Swakamok Native Friendship Centre
Shkagamik-kwe Health Centre
Ngodweaangizwin–Aaskaagewin (Child and Family Centre)
Nishnawbe Aski Nation
Giizhgaandag-Gamig Healing Lodge, Cedar Lodge (Mental Health Counseling)

Finance and Legal

Aboriginal Financial Officers Association of Canada
Aboriginal Youth Referral Program
Cecil Facer Youth Center
First Nations Legal Services
Greater Sudbury Police Service – Aboriginal Liaison Unit
Nishnawbe Aski Nation
N'Swakamok Native Friendship Centre

Government Agencies/Services

Department of Indian and Northern Affairs Canada
Health Canada (First Nation and Inuit Health)
Ontario Aboriginal HIV/AIDS Strategy – Satellite Office
Sudbury and Manitoulin Children's Aid Society –Nog-Da-Win-Da-Min – Aboriginal Department

Health and Medicine

Nishnawbe Aski Nation
Northern Regional Recovery Continuum – Lakeside Centre
N'Swakamok Native Friendship Centre
Ontario Aboriginal HIV/AIDS Strategy – Satellite Office
Ontario Métis Aboriginal Association (OMAA)
PineGate Addiction Treatment Services
Shkagamik-kwe Health Centre
Shkagamik-kwe Health Centre
Sudbury Métis Council
White Buffalo Road, Inc. (Wabishkode Pijiki Miikan)

Health Services

Health Canada (First Nation and Inuit Health)
N'Swakamok Native Friendship Centre
Sudbury Métis Council 26
Therapy and Counselling 26
Ngodweaangizwin – Aaskaagewin (Child and Family Centre)
Dbe-Giizis Gamig/Moon Lodge: A Place of Healing for Women and Children
Giizhgaandag-Gamig Healing Lodge, Cedar Lodge (Mental Health Counseling)

Holistic and General Aboriginal Services

Better Beginnings Better Futures
N'Swakamok Native Friendship Centre
Sudbury Métis Council
Wahnapitae First Nation
Whitefish Lake First Nation
Social and Human Service Organizations
Ngodweaangizwin – Aaskaagewin (Child and Family Centre)
Nishnawbe Aski Nation
Dbe-Giizis Gamig/Moon Lodge: A Place of Healing for Women and Children
Greater Sudbury Police Service – Aboriginal Liaison Unit
Manotsaywin Nanotoojig Inc/Za-Geh-Do-Win Information
Nog-Da-Win-Da-Min – Aboriginal Department

Sport and Recreation

Annual Hockey Challenge
Annual Aboriginal Track and Field Championship

Youth Centres and Youth Organizations

Aboriginal Youth Referral Program
Sudbury Métis Program
N'Swakamok Native Friendship Centre

Thunder Bay

Career, Employment and Training Services

Anishnawbek Employment and Training
Lakehead University Aboriginal and Cultural Support Services
Matawa First Nations Management/Education Services
Métis Nation of Ontario
Native People of Thunder Bay Development Corporation
Nishnawbe Aski Development Fund
Nishnawbe Aski Nation
Ontario Native Women's Association (ONWA)
Oshki Pimache O Win Education and Training
Red Sky Independent Métis Nation
Thunder Bay Indian Friendship Centre

Consultants

Ontario First Nations Technical Services Corporation
Meno Bimahdizewin Consulting Group
Red Sky Independent Métis Nation
Union of Ontario Indians

Cultural Institutions

Aboriginal Arts & Heritage
Ahnisnabae Art Gallery

Education, Day Cares and Libraries

Dennis Franklin Cromarty School
Lakehead University Aboriginal and Cultural Support Services
Lakehead University Native Nurses Entry Program
Mahmowenchike Family Development Centre
Matawa First Nations Management/Education Services
Neegahnewin College
Nishnawbe Aski Nation
Northern Nishnawbe Education Council Post Secondary Program
Ontario Native Women's Association (ONWA)
Oshki Pimache O Win Education and Training
Seven Generations Education Centre
Thunder Bay Aboriginal Head Start

Family and Community Health Agencies

Biidaajiwun Incorporated
Dilico Anishnawbek Family Care
Ishaawin Family Resources
Ka Na Chi Hih Solvent Abuse Treatment Centre
Ka:Nen, Our Children, Our Future
Mahmowenchike Family Development Centre
Métis Nation of Ontario
Nishnawbe Aski Nation
Ontario Native Women's Association (ONWA)
Thunder Bay Aboriginal Head Start
Thunder Bay Indian Friendship Centre

Finance and Legal

Anishinabek Police Service
Kinna-Aweya Legal Clinic
Nishnawbe Aski Legal Services

First Nations Governance, Professional Services and Business Organizations

Aboriginal Arts & Heritage

Fort William First Nation
Independent First Nations Alliance
Lac Des Mille Lacs First Nations
Lake Superior First Nations Development Trust
Matawa First Nations Management/Education Services
Métis Nation of Ontario
National Centre for First Nations Governance
Native People of Thunder Bay Development Corporation
Nishnawbe Aski Development Fund
Nishnawbe Aski Nation
Northern Ontario Native Tourism Association
Ontario First Nations Technical Services Corporation
Ontario Native Women's Association (ONWA)
Red Sky Independent Métis Nation
Shibogama First Nations Council
Thunder Bay Anishnawbequek
Union of Ontario Indians
Whitesand First Nation

Government Agencies/Services

Aboriginal Arts & Heritage
Department of Indian and Northern Affairs Canada
Health Canada (First Nation and Inuit Health)

Health and Medicine

Anishnawbe-Mushkiki Health Access Centre
Biidaajiwun Incorporated
Ka Na Chi Hih Solvent Abuse Treatment Centre
Ishaawin Family Resources

Health Services

Anishnawbe-Mushkiki Health Access Centre
Beendigen Incorporated (Shelter for Abused Women)
Biidaajiwun Incorporated
Dilico Anishnawbek Family Care
Ishaawin Family Resources
Mahmowenchike Family Development Centre
Ka Na Chi Hih Solvent Abuse Treatment Centre
Ka:Nen, Our Children, Our Future
Métis Nation of Ontario
Ontario Native Women's Association (ONWA)
Thunder Bay Indian Friendship Centre

Holistic and General Aboriginal Services

Biidaajiwun Incorporated
Dilico Anishnawbek Family Care

Ishaawin Family Resources
Ka Na Chi Hih Solvent Abuse Treatment Centre
Ka:Nen, Our Children, Our Future
Mahmowenchike Family Development Centre
Métis Nation of Ontario
Nishnawbe Aski Nation
Thunder Bay Indian Friendship Centre
Wequedong Lodge
Ontario Native Women's Association (ONWA)

Religious Institutions

Kitchitwa Kateri Anamewgamik Parish

Sport and Recreation

Eagle's Cry Life Centre
Métis Nation of Ontario
Thunder Bay Indian Friendship Centre

Youth Centres and Youth Organizations

Eagle's Cry Life Centre
Ka:Nen, Our Children, Our Future
Lakehead University Aboriginal and Cultural Support Services
Métis Nation of Ontario
Ontario Native Women's Association (ONWA)
Thunder Bay Indian Friendship Centre
Thunder Bay Aboriginal Head Start