

Pauktuutit Inuit Women of Canada

Addressing Inuit Women's
Economic Security and Prosperity
in the Resource Extraction Industry



ᐱᐸᐸᐸᐸᐸᐸ
ᐸᐸᐸᐸ ᐸᐸᐸᐸ ᐸᐸᐸᐸ
PAUKTUUTIT
INUIT WOMEN OF CANADA

Acknowledgements

We would like to extend our sincere thanks and appreciation to the many people who contributed to the success of this ground-breaking project.

First and foremost, we would like to acknowledge the 31 Inuit women who participated in this project and shared their stories with strength, knowledge and courage. The project could not have been completed without their participation.

We are also extremely grateful to members of the project's Advisory Committee, who contributed their invaluable time and energy to help this initiative take shape.

Research Project Advisory Committee Members

- Lema Ijtemaye, Pauktuutit Inuit Women of Canada
- Lynn Moorehouse, Makivik Corporation
- Vina Norris, Inuvialuit Regional Corporation
- Adeline Salomonie, Nunavut Tunngavik Inc.
- Ian Thomson, Oxfam Canada
- Felicia Tugak, Pauktuutit Inuit Women of Canada
- Judy Voisey, Women in Resource Development Corporation

Further, we would like to acknowledge the research team who collaborated to design and implement this project. This includes core team members from Pauktuutit such as Lema Ijtemaye, Felicia Tugak and Rebecca Rolfe, who administered surveys and coordinated the project as a whole.

For its part, Firelight Research Inc. designed the survey and conducted the analysis and reporting functions. Firelight also trained the Pauktuutit research team on digital survey delivery and data collection.

Lastly, we want to acknowledge all of the Inuit and Indigenous women both across Canada and around the world who continue to work in the resource extraction economy. We salute your efforts and hope these research findings will serve as a catalyst for positive change for women in the industry.

Funding for this project was provided by Women and Gender Equality Canada (WAGE), as well as in-kind contributions from Pauktuutit Inuit Women of Canada.

Table of Contents

Acknowledgements	i
Glossary	iii
List of Figures	iii
List of Tables	iii
Executive Summary	iv
1. Introduction	1
1.1 Background	1
1.2 Approach to Research	1
1.3 Report Organization	2
2. Methodology	3
2.1 Survey Pre-testing and Delivery	4
2.2 Survey Sample	4
2.3 Limitations	5
3. Literature Review	6
3.1 Economic Security and Prosperity	6
3.2 Experiences of Sexual Harassment and Violence	8
3.3 Policies and Practices that Address these Issues	9
4. Survey Results	12
4.1 Economic Security and Prosperity	12
4.2 Experiences of Sexual Harassment and Violence	15
4.3 Policies and Practices that Address these Issues	20
5. Discussion	23
5.1 Economic Security and Prosperity	23
5.2 Experiences of Sexual Harassment and Violence	23
5.3 Policies and Practices that Address these Issues	24
6. Conclusion	25
References	26
Appendix A: Survey	27
Appendix B: After-Care Resources	48

Glossary

These terms are provided in the context of this research project. They have specific meaning related to employment at extraction sites in the North and the experience of sexual harassment, reporting of incidents and access to support services.

Accessibility	The ease with which resource extraction industry employees are able to obtain care or support services.
Inuit Nunangat	The Inuit homeland in Canada, encompassing the land claims regions of Nunavut, Nunavik in Northern Quebec, Nunatsiavut in Northern Labrador and the Inuvialuit Settlement Region of the Northwest Territories. Inuit Nunangat is inclusive of land, water and ice.
Level of Care	The care provided to an employee through support services after they have reported an incident of sexual harassment or violence.
MMIWG	Missing and Murdered Indigenous Women and Girls
Observation	Witnessing or being forced to witness abuse or unwanted sexual acts towards other people.
Safety	The ability to express yourself in the workplace comfortably and without fear of repercussions.
Sexual Exploitation	Sexual abuse through the exchange of sexual acts for goods, services or necessities.
Sexual Violence and Harassment	Any form of unwanted sexual interaction or behaviour, whether physical or non-physical.
Voyeurism	Observing unsuspecting people while they undress, are naked, or are engaged in sexual activities.

List of Figures

Figure 1: Addressing Inuit Women’s Economic Security and Prosperity in the Resource Extraction Industry, Participating Communities 13

Figure 2: Women’s Feelings About Working In The Resource Extraction Industry As Expressed By Research Participants 13

List of Tables

Table 1: Age Ranges of Inuit Women from Arviat, Salluit, Inuvik, and Baker Lake Who Participated in the Survey 12

Table 2: Number of People Women are Providing For 14

Table 3: Suggestions and Recommendations for Improving Workplace Policies and Procedures . . . 22

Executive Summary

Inuit women have been working in the resource extraction industry for decades, often representing the largest proportion of female workers at mines in the North (Pauktuutit and UBC 2016). Historically, these worksites have been male-dominated, which can expose Inuit women to unequal opportunities in economic security and prosperity, as well as experiences of sexual violence and harassment in the workplace.

The foci of this report are three-fold, examining:

1. Inuit women's experiences of economic security and prosperity;
2. Inuit women's experiences of sexual violence and harassment in the resource extraction industry; and
3. Inuit women's knowledge of related policies and practices in the workplace.

This report builds on existing research that Pauktuutit completed in 2014, 2016 and 2020, which explored the impacts of resource extraction on Inuit women and families more broadly. This study aimed to illuminate the reality of workplace sexual violence and harassment for Inuit women in the North, as well as to identify gaps, opportunities and recommendations regarding Inuit women's economic security and prosperity in Inuit Nunangat.

The results of this study are based on qualitative and quantitative survey data, which were completed by 29 women from Arviat (Nunavut), Salluit (Nunavik), Inuvik (Inuvialuit) and Baker Lake (Kivalliq).

Using both closed and open-ended questions, the participants were asked about their own experiences and knowledge of company approaches related to women's safety, sexual violence or harassment in the workplace, as well as knowledge of support services in the industry.

The findings from the survey reveal that many Inuit women are engaged in the mining economy productively and able to provide for their families as a result. They report a variety of emotions as they work, chiefly happiness, pride, and feelings of resilience and safety.

The findings around economic prosperity show women to be actively engaged in the industry, though still a minority proportion of the workforce.

The study found that Inuit women are often supporting large households with salaries earned from the mining camps that are lower than men and non-Indigenous women. In fact, although this survey did not identify the respondents' specific positions, it found that Inuit women are supporting families on much lower salaries than both Inuit and non-Inuit men, or even non-Inuit women.

The survey found more than half of the women surveyed have experienced repeated events of sexual harassment and violence in the workforce, with the most common examples being comments, so-called jokes, unwanted touching and emotional abuse.

The women's individual experiences varied, such as the frequency of occurrences between the women (i.e., some women experienced this *every shift*, while others experienced fewer incidents of sexual harassment or violence).

Not all incidents are reported, as there is fear and stigma associated to these experiences. The women cited a variety of reasons for not reporting an incident including: discomfort with having to relive the experience, fear of job loss, and a lack of female or Inuit staff in management or human resources reporting positions.

In the aftermath of these incidents, some women reported leaving their jobs, staying due to the income, or feeling safer if the offender no longer worked at the site.

The women surveyed repeat the call for development of robust workplace policies that address gender- and Inuit-specific impacts related to workplace sexual violence and harassment. Their specific suggestions from this study identify a number of explicit strategies for communities, companies and government to take forward.

The women who participated in this study indicated they want to see decisive action taken by operations in the North to improve the experiences of Inuit women working in the resource extraction industry.

Many women want to work in the industry because it allows them to support their families and participate in meaningful work. And, while a number of women surveyed say they feel safe in remote work camps, they still experience violence and harassment.

The participants in this study identified a series of actions workplaces ought to take to foster or improve women's safety, which include but are not limited to the following recommendations:

- **Acknowledge that sexual violence and harassment is an issue in the workplace** and take more decisive action to effectively address it.
- **Offer all support services in Inuktitut and within Inuit Qaujimajatuqangit** (the Inuit traditional knowledge often abbreviated as 'IQ').
- **Provide more Inuit-specific support services** to employees in the workplace, such as mental health, grief support, healing programs, counselling services, and an on-site social worker.
- **Provide more in-community and on-site childcare options** for employees and their families.
- **Raise awareness of company policies and procedures**, especially those related to sexual violence and harassment. Develop and implement orientation for all employees to help them understand what to do if an incident occurs, who to report it to, what resources are available, and how the company will take action.
- **Provide cultural-safety training for all employees.**
- **Hire more Inuit staff, and Inuit women**, in positions such as human resources, management and supervisory roles.
- **Have another woman present when reporting** issues or incidents of sexual violence and harassment in the workplace.
- **Take a zero-tolerance policy with offenders** — they should be terminated and their actions reported to the RCMP.
- **Follow-up with employees who report incidents of sexual harassment or violence**, so they are aware of the outcome and actions taken by the company.
- **Offer flexible work schedules and rotations** so employees — particularly Inuit women — can better balance familial responsibilities.

1 Introduction

1.1 Background

Inuit women have been working in the resource extraction industry for decades, providing meaningful employment opportunities and economic security for these women and their families (Pauktuutit and UBC 2014, 2016).

At worksites in Inuit Nunangat, Inuit women often represent the largest proportion of female workers at mines (Pauktuutit and UBC 2016).

Historically, these worksites have been male-dominated (Gibson et al. 2016), leaving women as a minority group within the workforce.

This report explores these dynamics, examining Inuit women's economic security and prosperity as well as illuminating their reality of workplace sexual violence and harassment in the resource extraction industry.

To undertake this project, Pauktuutit Inuit Women of Canada (PIWC) partnered with Firelight Research Inc. to develop and deliver surveys to Inuit women with experience as employees in the resource extraction industry.

Building on existing research completed by Pauktuutit in 2014, 2016 and 2020, this new survey explored the impacts of working in the mining industry on Inuit women and families more broadly.

1.2 Approach to Research

The research team carefully set out the approach to the topic of sexual violence and harassment with the aim of not triggering additional trauma, providing support to participants, and ensuring they could provide information in a culturally informed manner.

Given the sensitivity of the subject matter, the project was grounded in community-led research protocols, informed by four standards:

- a) The research process should be **collaborative, inclusive and community-based**;
- b) The research methods should be **culturally appropriate**;
- c) The research process should be **strengths-based**; and
- d) The research process should be **systematic, objective and methodologically rigorous**.

The researchers ensured these standards were maintained throughout. This approach ensured community and cultural protocols were adhered to, improved outcomes for managing harassment were identified, and questions were framed in culturally meaningful ways.

The strengths-based process kept the frame from being exclusively focused on the negative aspects of the project and allowed the participants to feel safe and supported when discussing deeply personal and sensitive subject matter.

1.3 Report Organization

The analysis and concluding summary of the survey results are broadly organized around the following themes, as detailed in Sections 2 and 4:

- Economic security and prosperity as a result of employment at remote worksites;
- Experiences of sexual violence and harassment of Inuit women at worksites; and
- Policies and practices that address these issues*.

This report was prepared to support Inuit women and communities, Pauktuutit, as well as industry and government partners by illuminating the strengths, challenges and realities that Inuit women experience as they work in the resource extraction industry.

The report is organized as follows:

Section 1: Introduction — summarizes the purpose of the study, its approach, and the contents of the report

Section 2: Methodology — summarizes the methodological approach and survey design used for this study, including the survey sample

Section 3: Literature Review — provides a high-level summary of relevant literature on Inuit women's economic security and prosperity in the resource extraction industry

Section 4: Survey Results — details the responses from the 29 women who participated in this study

Section 5: Discussion — summarizes the key findings from the survey and connects them to the literature

Section 6: Conclusion — synthesizes the results to close the report

*It is important to note that the study gathered the participating women's reflections on the policies and practices, and this report does not assess the policies and practices themselves.



2

Methodology

The goal of this research was to explore Inuit women’s experiences of sexual violence and harassment while working in the resource extraction industry, and what can be done to improve these conditions so that they may participate safely in the industry.

To gather this information, the Research Team used a questionnaire consisting of a series of quantitative and qualitative variables recorded using Kobo Toolbox.

Survey participants were asked about their own knowledge and experiences related to company approaches towards women’s safety, experiences with sexual violence or harassment in the workplace, and knowledge of support services in the industry.

A ‘mixed-methods’ approach was taken, using both open- and closed-ended questions to allow for a range of responses, particularly on potentially sensitive issues.

A list of proposed core topics for the survey was developed from literature reviews and conversations with the Pauktuutit research team and its Advisory Committee. This list was subsequently reviewed with the Advisory Committee and revised based on their feedback.

The survey questions covered the following topics:

- Participants’ **background and employment history** in the resource extraction industry;
- Inuit women’s **knowledge of workplace recruitment and retention strategies**;
- Inuit women’s **knowledge of workplace policies and procedures related to sexual violence and harassment**;
- Inuit women’s **knowledge and experiences of sexual violence and harassment in the workplace**;
- Inuit women’s **awareness of incident reporting mechanisms in the workplace**;
- Inuit women’s **knowledge of structural barriers*** that prevent women from accessing **safety services**; and
- Inuit women’s **knowledge of after-care and other relevant resources** for women seeking further assistance.

*Structural barriers are obstacles that collectively affect a group disproportionately and perpetuate or maintain stark disparities in outcomes.

2.1 Survey Pre-testing and Delivery

The survey was designed in close collaboration with Pauktutit Inuit Women of Canada, their Project Advisory Committee and Firelight Research Inc..

Prior to launching the survey in communities, a draft survey was pre-tested by phone with four Inuit women who had experience working in the resource extraction industry.

The purpose of the pre-test was to understand if the survey as drafted addressed the research topic, if the questions were sufficiently clear and suitable, and if they were being asked in a culturally appropriate way.

Pre-testing was particularly important for this research given the sensitive nature of its subject matter and to ensure the approaches taken were respectful of Inuit culture.

Gaining feedback from Inuit women (both current and former mine workers) was a critical component of the methodological development.

Inuit women's feedback and insights provided the research team with the appropriate wording and necessary insights required for a survey that used a strengths-based approach and reduced the possibility of causing further harm.

Feedback collected during the pre-test and subsequent debrief sessions was incorporated in the final survey. The revisions reflected the participants' input and addressed concerns regarding question content, missed opportunities and problematic queries (i.e., questions that could generate a non-response or a response different than the intended objective).

The final survey was reviewed by the Pauktutit research team and approved for implementation.

2.2 Survey Sample

Survey participants were sought through posters and radio ads in the communities selected for inclusion in this study and through 'snowball sampling', where participants encouraged other women they know who have worked, or are presently working, in the resource extraction industry to come forward.

Why use 'snowball sampling' for this study?

Snowball sampling is ideal for studies where the research subjects have traits that are rare or challenging to find. Such was the case for this study, with its specific focus on Inuit women employed by the resource extraction industry who had potentially experienced sexual harassment or violence. This sampling technique allows for studies to take place where otherwise they might be impossible to conduct because of a lack of research participants.

The analysis of this report is based on the survey results of 29 Inuit women who voluntarily agreed to participate in the study and where free, prior and informed consent was obtained prior to each survey being administered.

Surveys were conducted between July and December 2019 in three of four regions of Inuit Nunangat, including:

- Arviat, Nunavut;
- Salluit, Nunavik;
- Inuvik, Inuvialuit; and
- Baker Lake, Kivalliq.

Please refer to Figure 1 on page 13 for a map illustrating the location of these participating communities.

2.3 Limitations

The findings within the report are limited to the literature reviewed and the experiences of the women who participated in the research. The survey results are best understood as a partial and conservative representation of the full range of perspectives from Inuit women who work in the resource extraction industry.

Participants responded only to the questions they wished to answer. The women who participated in the research were able to skip questions at any time. As such, data in this report is limited to what the survey participants were able and willing to report.

A total of 31 Inuit women received and completed the survey. However, given some discrepancies in the way data was entered and recorded, two surveys were deemed inconsistent and excluded from analysis.

For confidentiality reasons, the particular mining companies and responses associated to specific communities are kept confidential. We have not disaggregated any of the data in order to maintain anonymity of both the companies and the individuals.

2.3.1 COVID-19 Limitations

The surveys were conducted between July and December of 2019 in the regions of Nunavut, Nunavik and Inuvialuit. The original scope of the research also intended to conduct surveys with Inuit women in Nunatsiavut in 2020.

However, while the research team was awaiting ethics approval from the Nunatsiavut Research Centre, the COVID-19 pandemic was declared, putting a hold on all research applications.

Due to the health concerns related to COVID-19, the Centre indefinitely suspended the review and approval process for research licences, rendering it impossible to travel to and administer surveys in the Nunatsiavut region.

Given these unprecedented circumstances, it was not possible to include Inuit women residing in Nunatsiavut in this research. This report is therefore limited to the results, analysis and findings based on the 29 responses from Inuit women residing in Nunavut, Nunavik and Inuvialuit.

3

Literature Review

This literature review highlights key elements related to Indigenous women’s economic security and participation in the resource extraction industry. In early 2020, Pauktuutit published a comprehensive literature review that details gender- and Inuit-specific impacts within this particular industry.

This section of the report draws upon the previously completed literature review (Pauktuutit and Comack 2020) and focuses on three key themes:

- wage disparity and the economic marginalization of women;
- experiences of sexual violence and harassment; and
- policies and practices that address these issues.

3.1 Economic Security and Prosperity

For many families living in Inuit Nunangat, mining has become an integral part of their economic security and success.

In 2016, Pauktuutit and the University of British Columbia (UBC) completed a study that examined the impacts of resource extraction on Inuit women and families in Qamani’tuaq (Baker Lake).

Of the women who worked in the industry and participated in the study, 75 per cent of them said that the resource extraction industry had “given their families good opportunities” (2016). Benefits such as greater financial autonomy, improved family relationships and enhanced quality of life were cited as positive outcomes from working in the mines.

Potential Community Benefits of Temporary Resource Extraction Projects

- Employment and training opportunities
- Ability to live at home while working
- Improved business opportunities
- Increased representation of Indigenous people in senior positions
- Collective investment in local infrastructure within Indigenous communities

Source: The Firelight Group, Lake Babine Nation and Nak’azdli Whut’en (2017)

In a study that examined the impacts of industrial work camps on local communities, The Firelight Group, Lake Babine Nation and Nak’azdli Whut’en (2017) identified a range of benefits that temporary resource extraction projects can bring communities with careful planning and investment.

This included employment and training opportunities, being able to live at home while working, improved business opportunities, increased representation of Indigenous people in senior positions, and a collective investment in local infrastructure within Indigenous communities.

Furthermore, the increased participation of Indigenous people in the resource economy provides an opportunity to improve Indigenous cultural understanding in the workplace.

Another stream of literature points to the urgency of recognizing the position of Indigenous women within the mining industry. With so many Indigenous women participating in the resource extraction economy, O’Faircheallaigh (2013) emphasized the importance of avoiding “*universalisms and essentialisms’ and to focus on the specific social and material contexts within which Indigenous women live*”.

The key point here is that it is easy to focus on women as victims. This strand of the literature characterizes Indigenous women as vital, strong and important actors within the resource extraction industry (Lahiri-Dutt 2012; O’Faircheallaigh 2013).

This framing is important and was taken into account in the setting of the questions for surveys in this study, allowing women to identify the positive identity and outcomes that arise as they participate in the resource economy.

Indigenous women in the resource economy are often exposed to racism and discrimination in the workplace, which extends to employment opportunities and wage inequality.

But while it’s easy to focus on women as victims, the literature review characterized Indigenous women as vital, strong and important actors within the resource extraction industry.

Lastly, the intangible benefits of Indigenous women’s employment in the resource economy are identified in the literature. In an examination of Indigenous women working the coal industry, Smith (2008) discussed how many women develop close relationships with their teammates who become like a “second family.”

In addition to the economic benefits of the job, women who participated in that study identified positive outcomes such as:

- Social and emotional wellbeing as they worked alongside other people at the worksite;
- Feelings of accomplishment as they contributed to a worksite with safer work practices; and
- Feelings of accomplishment as they successfully integrated into an occupation typically filled by men.

Again, this illustrated that the framing of questions can influence the themes, issues and topics that emerge. Women’s roles and contributions are often characterized too simply and the focus is often on negative experiences and outcomes (Jenkins 2014; Lahiri-Dutt and Macintyre 2006).

While there are many women who maintain employment in the resource extraction industry, the industry itself remains male-dominated. The Firelight Group, Lake Babine Nation, and Nak’azdli Whut’en (2017) found that Indigenous women in the resource economy are often exposed to racism and discrimination in the workplace, which extends to employment opportunities and wage inequality.

In a quantitative study that surveyed 73 Inuit women, Pauktuutit and UBC (Pauktuutit and UBC 2016) found that female employees at the Meadowbank Mine were typically taking on roles such as

housekeeping, kitchen duties, and other “nurturing” or “fragile” roles that are often temporary and lower in pay.

That particular study noted that positions related to housekeeping and kitchen duties can expose women to increased risks of violence and harassment as the work occurs in private areas, such as bedrooms and bathrooms (Pauktuutit and UBC 2016).

In its qualitative study, Pauktuutit and UBC (2016) learned that nearly 60 per cent of the female workforce at the Meadowbank Mine were Inuit women, however they were mostly temporary positions and accounted for less than 10 per cent of the total workforce.

This gendered division of labour continues to place women — and particularly Inuit women — in job areas such as human resources, janitorial work, and food services.

Gendered division of labour continues to place women — and particularly Inuit women — in job areas such as human resources, janitorial work, and food services.

Positions related to housekeeping and kitchen duties can expose women to increased risks of violence and harassment as the work occurs in private areas, such as bedrooms and bathrooms.

The Firelight Group, Lake Babine Nation, and Nak’azdli Whut’en (2017) identified a series of barriers that can prevent women from working in industrial settings.

The report states that many extractive industry jobs are allocated to men “because they have better access to education in some socio-cultural situations, have greater physical strength required for the job, and there remains discrimination because of stereotypes within the industry and individual companies” (p. 20).

Other social disadvantages that preclude women from maintaining employment in mines include lack of child care, shift work and familial responsibilities (Gibson and Klinck 2005).

In addition to a gendered division of labour for Inuit women, Pauktuutit and UBC (2014) also identified wage disparity within the resource extraction economy. In Qamani’tuaq in 2010, the average wage for men increased by 56.07 per cent, whereas the average wages for women increased by 27.49 per cent. The increase in wages was attributed to the mine, which proved to be far more advantageous for men than women.

Collectively, these studies identify **wage disparity**, **unequal access to employment opportunities**, and **less secure work**, as many Inuit women are hired through temporary contracts.

3.2 Experiences of Sexual Harassment and Violence

The literature shows that Indigenous women face significant challenges at remote work camps. This includes sexual violence and harassment, one of the more negative aspects of the resource extraction industry.

In 2014, Pauktuutit published the quantitative report *The Impact of Resource Extraction on Inuit Women and Families in Qamani’tuaq, Nunavut Territory*. This report completed a qualitative assessment of how the Meadowbank gold mine impacted women and families living in the Qamani’tuaq (Baker Lake) region.

Several women who participated in the study disclosed having to deal with men acting in 'undignified' ways while at the mine site, including sexual advances and name-calling. In more extreme cases, some women reported experiences of rape and sexual assault (2014).

In the report *Indigenous Communities and Industrial Camps: Promoting Healthy Communities in Settings of Industrial Change*, The Firelight Group, Lake Babine Nation, and Nak'azdli Whut'en (2017) discussed how the hypermasculine culture of work camps heightens the risk of harassment towards women, sexual trafficking, and sexual violence.

This is in addition to a range of other socio-economic impacts that can occur from extractive projects, such as relegating women to low-paying and unskilled jobs, having poor relationships with neighbouring communities, and workplace policies falling short of protecting their female and Indigenous employees.

Oxfam Australia also discusses how the hypermasculine workforce in the resource extraction industry on that continent has led to increased incidents of sexual violence, harassment and workplace discrimination.

The creation of a male-dominated and transient workforce, in many cases, has also increased the health and social risks for women in local communities, including substance abuse and family violence, economic insecurity, increased risks of poverty and food insecurity (2009).

Lahiri-Duitt points out that if women are struggling for income while men increasingly gain control over the cash flow in mining economies, this can lead to indirect effects such as men spending their money on sex work provided by women (2012).

Connection to the Canadian Crisis of Missing and Murdered Indigenous Women

The unequal distribution of impacts on Indigenous women and girls has led to calls for national action.

Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women states that "Resource extraction projects can drive violence against Indigenous women in several ways, including issues related to transient workers, harassment and assault in the workplace, rotational shift work, substance abuse and addictions, and economic insecurity."

Five of the 321 Calls for Justice in the Final Report demand greater protection and equality for Indigenous women, girls and 2SLGBTQQIA people specifically within the resource extraction industry.

3.3 Policies and Practices that Address these Issues

Pauktuutit and Comack (2020) provides a detailed review of workplace policies and procedures as it relates to Inuit women's safety in the resource extraction industry.

In the policies reviewed, Pauktuutit found that very few took a gendered approach. They rarely considered Inuit-specific needs and did not focus on women's experiences in the workplace (2020). One study has also found that Inuit women in the workplace are not aware of their rights within the workplace (Nightingale, Czyzewski, Tester and Aaruaq 2017).

The enforcement of policies within the workplace remains inconsistent. For example, the Meadowbank Mine has a clear drug and alcohol policy with strict sanctions for employees who break the rules. However, workers at the mine said that “clear and harsh sanctions are **not** part of the policy that deals with sexual harassment” (Pauktuutit 2014).

Gender-equity provisions are emerging in impact and benefit agreements (IBAs). In an analysis of gender-based criteria specific to the Voisey’s Bay mine, O’Faircheallaigh describes how Inuit-specific and gender-based provisions were critical to the fair and equal measure of hiring Inuit women at the mine.

Gender-equality provisions are in fact included in the (separate) agreements the Innu and Inuit signed with Inco allowing the development of Voisey’s Bay. The company undertakes to promote equality of Innu and Inuit men and women; to work with the [Labrador Inuit Association] and the Innu Nation to remove any barriers to the employment and advancement of Innu and Inuit women; to provide gender-sensitivity training for the project workforce; and to report quarterly on the number of Innu/Inuit women hired (2013).

The Voisey’s Bay IBA provides one example of Inuit-specific gender-based provisions on employment. However, as Pauktuutit notes, the complexity of negotiating IBAs, combined with inconsistent provincial and territorial regulatory requirements, makes it difficult to consider gender-specific socio-economic provisions more broadly (2020). As a result, IBAs may treat gender and culturally specific factors lightly, such as sexual harassment and violence prevention.

Policies & Procedures: Nothing About Us, Without Us

Inuit-specific and gender-based provisions are critical to ensuring the fair and equal measure of hiring Inuit women.

Policies need to be developed by Inuit women, for Inuit women so that they are clear, distinct, accessible and meet their unique needs.

Training on policies and procedures should be delivered in the local Inuktut dialect so female Inuit employees know and understand their rights in the workplace.

Culturally appropriate reporting and grievance mechanisms are a key tool for managing harassment. Within the context of IBAs, Pauktuutit affirms that Inuit-specific grievance and remedy mechanisms need to be designed by and for Inuit women if they are to be effective (Pauktuutit and Comack 2020).

This is expanded on by Nightingale, Czyzewski, Tester and Aaruaq (2017), who assert that women must be involved in any mechanism developed that relates to reporting and managing incidents of workplace violence and harassment.

The federal and provincial/territorial governments also play a central role in improving employment standards within the resource extraction industry.

For example, Pauktuutit and Comack (2020) described the labour laws and standards within the Northwest Territories and Nunavut, which prohibit the discrimination of any employee based on race, colour, sex, age, gender identity and others.

3 Literature Review

Beyond this, however, provinces and territories have very little oversight or role in incidents of workplace sexual violence and harassment in the resource extraction industry. Most jurisdictions host employee standard panels and human rights tribunals, in which both rights and complaints can be registered and investigated.

In summary, the literature called for a robust development of workplace policies that address gender- and Inuit-specific impacts related to workplace sexual violence and harassment (The Firelight Group, Lake Babine Nation and Nak'azdli Whut'en 2017).

The literature emphasized the need for policies to be developed by Inuit women "so that they are clear, distinct, accessible and meet the needs of Inuit women" (Pauktuutit and Comack 2020).

Furthermore, the development and delivery of culturally appropriate workplace training on policies and procedures — in the local Inuktut dialect — is essential so that Inuit women know and understand their rights in the workplace.

4 Survey Results

The survey was completed by 29 Inuit women working in the industry in Inuit Nunangat, from the communities of Arviat, Baker Lake, Inuvik and Salluit. The respondents ranged in age from their twenties to their seventies, with the majority being in their fifties.

Table 1: Age Ranges of Inuit Women from Arviat, Baker Lake, Inuvik and Salluit who participated in the Survey

Age	20–39	30–39	40–49	50–59	60+
Number of Participants*	3	7	4	8	5
<i>n=27</i> <i>*two participants did not respond to this question</i>					

Inuit women have been participating in the resource extraction industry for decades. This research has been informed by women who have been working in the industry for varying lengths of time.

More than half of the women who participated in the survey have been working in the resource extraction industry for up to three years. Some women have been employed in the resource economy for 10 years or more.

Regarding language, the survey data showed that Inuktitut is strong among the respondent population. Most women who participated in the survey speak Inuktitut (approximately 79% of respondents), with many different regional dialects being spoken.

When asked to identify their mother tongue, these languages included Inuktitut, Inuktitut, Inuvialuktun, Inuvialuktut, Kittikmeot and English.

4.1 Economic Security and Prosperity

We start reporting on this aspect with the descriptions of how the responding Inuit women said they feel as they participate in remote mine camps. The figure below represents the variety of feelings that these female Inuit employees reported when thinking about how they feel working in the resource extraction industry.

The larger fonts represent the dominant feelings in the surveyed group. As the image shows, these women reported feeling happy, safe, vulnerable, scared and resilient, among other emotions. These variations reflect the dynamic and fluctuating experiences reported by women in the industry.

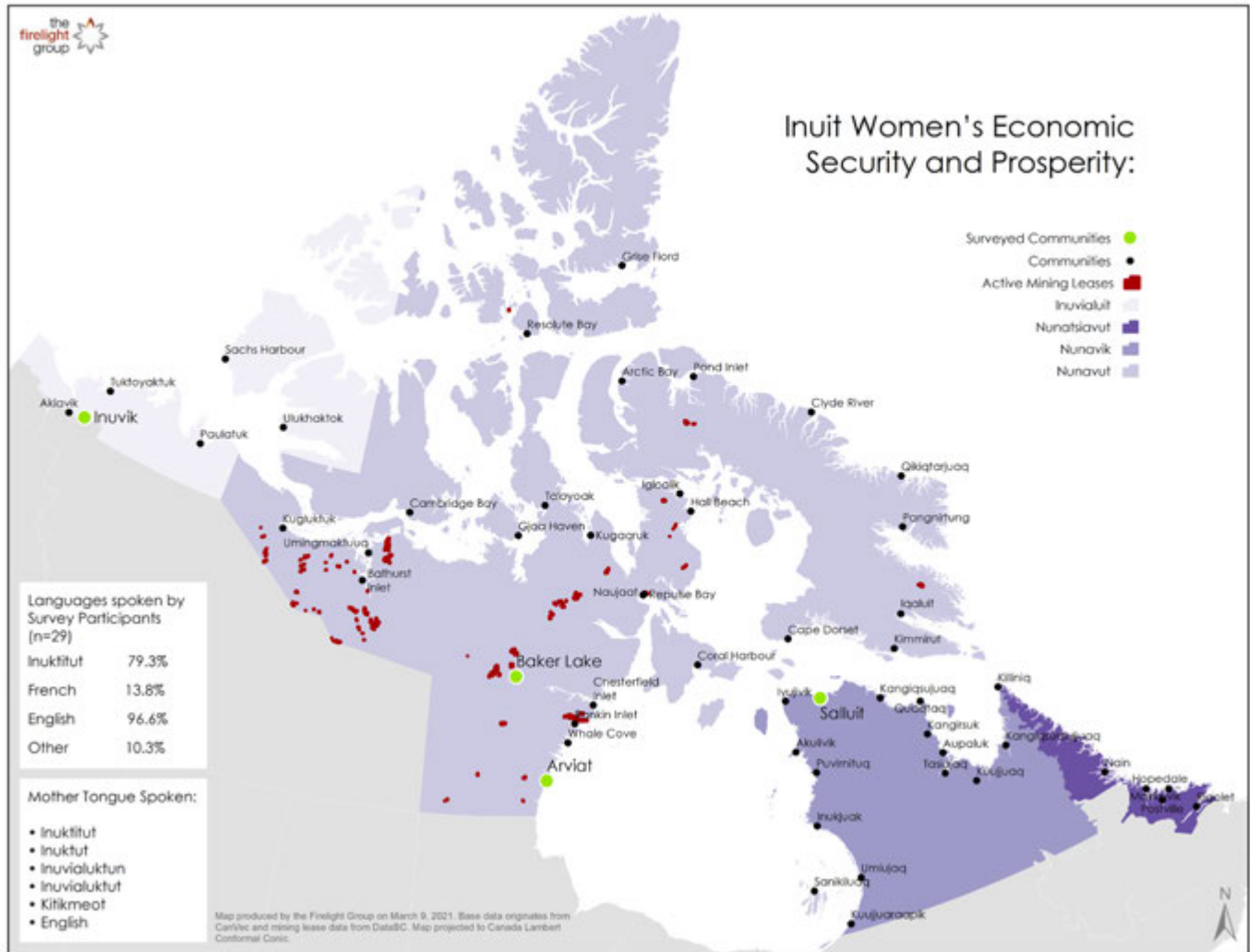


Figure 1: Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry, Participating Communities

A core finding about feelings of safety is that women predominantly feel safe as members of the resource extraction industry. When asked if they feel safe at work, the majority report that they do, particularly when they are actually on-shift or conducting the activities of their position.

Turning to the pride women hold in providing for their families, this survey revealed that many of the women are supporting large households on their salaries earned in the resource extraction industry.

A portion of the women surveyed (31%) report currently providing for four to six people, which was also the most commonly reported household size among respondents.

Some Inuit women reported living with and providing for more than 10 people, and two



Figure 2: Surveyed Women's Feelings about Working in the Resource Extraction Industry

4 Survey Results

women reported providing for more than 20 people. Comparatively, the average household size in Nunavut is 3.6 people per dwelling (Statistics Canada 2016).

Table 2: Number of people for whom the women surveyed are providing

The number of people women are currently providing for	Per cent of responses
0	6.9%
1–3	17.2%
4–6	31.0%
7–9	17.2%
10 or more	20.7%
Blank	6.9%
Grand Total	100%

Household sizes, as well as the number of people women report providing for, warrant consideration when compared to the women’s reported annual household incomes. Most women who participated in the survey are currently employed, with many in full-time positions and some employed in part-time or rotational work.

Where few (7%) of the women reported earning more an average annual household income of \$80,000 or more, more than half of the women reported an annual household income of \$60,000 or less. A portion of the women who responded to the survey (38%) reported their average annual household income as \$20,000 or less.

These figures stand in stark contrast to Nunavut’s median after-tax household income of \$85,605 (2016).

The survey reveals that some of these larger households in Inuit Nunangat are being supported in part by the salaries of Inuit women, which fall well below the annual territorial average.

This places these women — who are, or have been, employed by the resource extraction industry — at an economic disadvantage despite being the primary provider for the family.

Some of the larger households in Inuit Nunangat are being supported by the salaries of Inuit women, which fall well below the territorial average.

Improving on-site services like childcare could offset the social disadvantages and economic insecurity Inuit women in the resource industry experience.

When asked about support services that they would like to see in the workplace, several women stated that on-site childcare services and supports for families in communities are needed for Inuit women working in the industry.

Given that many of the women who reported low annual household incomes are also supporting large households, improving on-site services — such as childcare and family supports — could help offset the social disadvantages and economic insecurity they are currently experiencing.

It is notable that on-site childcare services have been discussed at great length in the North, especially as it is simply not reasonable to relocate children to the mines for the duration of a shift.

However, a focus on accessing daycare spaces in the main communities of origin as well as the family supports needed for women to work on mine rotations are vital to help female Inuit employees balance work and family commitments.

4.2 Experiences of Sexual Harassment and Violence

The survey asked the research participants questions about their experiences of sexual violence and harassment in the workplace. For the purposes of this research, survey participants were told “we have identified sexual violence and harassment to include any form of unwanted sexual interaction or behaviour, physical or non-physical.”

These queries aimed to gain a deeper understanding of the nature and frequency of harassment that Inuit women might experience, whether Inuit women are reporting these incidents, and the women’s knowledge of their rights and overall feelings of safety in the workplace.

What is Sexual Harassment?

Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature in the workplace or learning environment.

Sexual harassment does not always have to be specifically about sexual behavior or directed at a specific person. For example, negative comments about women as a group may be a form of sexual harassment.

While not necessarily illegal, teasing or offhand comments can also be upsetting and have a negative emotional effect.

Source: Equal Employment Opportunity Commission

4.2.1 Type, Form and Frequency

The survey results revealed that **more than half of the women have experienced some form of sexual violence and harassment** while working in the resource extraction industry.

These incidents occurred in at least five different work sites, all of which are located in Inuit Nunangat. Not every woman disclosed the name of the mine where the incident(s) occurred.

It is understood that sexual violence and harassment comprise a dynamic range of behaviours, including physical and non-physical interactions. With that in mind, the Inuit women reported experiencing a range of incidents at their industrial work sites, including:

4 Survey Results

- Unwanted sexual comments or so-called 'jokes';
- Unwanted sexual touching;
- Emotional or psychological abuse;
- Stalking or being chased;
- Indecent exposure;
- Refusal to use contraceptives;
- Online sexual harassment;
- Sexual exploitation (i.e., the exchange of sex for goods, services, bribes, money, favours, etc.);
- Sharing sexually explicit photographs without permission;
- Voyeurism (i.e., being watched unwittingly while naked, undressing, or engaged in sexual activities); and
- Other forms (some of which include the forced consumption of substances, being provided with unwanted gifts, and being asked to visit men in their rooms).

The most common type of sexual violence and harassment that women reported experiencing was receiving unwanted sexual comments or jokes.

After lewd comments and so-called jokes, the most common types of sexual violence and harassment included unwanted sexual touching and being subjected to emotional and psychological abuse.

With respect to the frequency of occurrence, some women personally experienced certain types of sexual violence and harassment at the work site more than 10 times. One woman reported experiencing emotional and psychological abuse on every rotation she was working at a particular location.

While 45% of the women surveyed said they never experienced these incidents in the resource extraction industry, other women have had to deal with intense and varying forms of sexual violence and harassment on a recurring basis.

Some women personally experienced sexual violence and harassment at the work site more than 10 times. One woman reported experiencing emotional and psychological abuse on every rotation she was working at a particular location.

Similar to the results of the 2014 Pauktuutit and UBC study, these findings reveal that while some women report never experiencing these incidents in the resource extraction industry (45% of the women said they have not), other women have had to deal with intense and varying forms of sexual violence and harassment on a recurring basis.

For the limited number of women who responded to this question, most indicated that the offender was not someone they knew outside of the workplace. Furthermore, most of the responding women stated that they did not have the same employment position as the offender. These findings suggest that even with limited data, the offenders are largely strangers to these women.

At the end of the survey, the women were asked to consider if they had observed any progressive changes within the resource extraction industry in relation to these issues. The majority of the women

indicated that they had not seen changes. Some women state that men are the dominant offenders, and they are often strangers to the women they harass.

On the side of reporting, the women note that the human resource professionals to whom they might report incidents are predominantly non-Inuit. When explored in follow up questions, the lack of Inuit staff in human resources poses a significant barrier to reporting. Women do not want to report to people who they feel may not understand the issue, or to whom they have no relationship or affinity.

These gendered and racial barriers were repeatedly mentioned by the women throughout the survey, highlighting areas for improvement within the industry.

Some improvements were reported within the industry. Changes noted were a stronger awareness about the issue of sexual violence and harassment within the workplace, which some believe has led to stricter measures on the issues that have been taken up by companies.

Some women believe that the increase in awareness has not only led to companies taking the issue more seriously but has also increased people's knowledge about the subject of sexual violence and harassment in a broader sense.

4.2.2 Experience and Outcome of Reporting

As many women indicated they had experienced various forms of sexual violence and harassment, the nature and frequency with which women reported these incidents to their workplace was explored. Due to the low response rate for these questions, the summary of results below should be understood as conservative.

Some women who experienced sexual violence and harassment in the workplace did report the incident(s) to their employer. Specifically, some women reported to the human resource department, some to security personnel, and others to their supervisors. However, several women stated that they did not report these incidents to their employer at all.

Various reasons were given in the cases where women decided to not report instances of sexual violence and harassment. For example, the women described feeling:

- Embarrassment, discomfort, and fear in disclosing the incident;
- That management seemed unapproachable;
- That they did not want to relive the experience;
- That they feared losing their job; and
- That, in some situations, there was no one to whom they could report.

That some women described being afraid to report incidents of sexual violence and harassment to their company bears consideration, as a few women said actions were taken against them after they reported an incident. One woman said that she was let go after bringing the issue to her company, and another woman was told 'to keep quiet'.

For the women who did report incidents of sexual violence and harassment to their workplace, the response was varied. Either action was taken by the company — including the offender losing their job, the offender being suspended temporarily, or the offender being reported to the authorities — or no action was taken at all.

4 Survey Results

While some women felt that the company responded appropriately to the incident, others did not feel that the company response was adequate. The women who expressed dissatisfaction with the company's response provided reasons such as not being informed about actions taken against the offender, the company not following up with the police, and feeling as if there was little accountability.

The hypermasculine culture of workplaces lends itself to the finding that some women did not feel supported by the company when they reported an incident of sexual violence and harassment in the workplace. Some women suggested that more women need to be available to report to, especially when they are reporting to someone they don't know.

On the other hand, some women did feel supported when they brought their concern forward. One woman stated that after she reported an incident, the company staff checked in on her and she was made to feel safe.

Ways to improve sexual violence and harassment policies:

- **Take decisive action when a woman reports an incident of sexual violence or harassment;**
- **Develop and implement specific company policies and procedures to respond to these types of incidents;**
- **Strengthen the supports provided by human resources, management and supervisors; and**
- **Invest in and provide more on-site resources for women, such as counselling.**

While some women chose to leave, others decided to stay in their positions after they reported an incident to the company. Women who stayed in their positions shared their personal reasons for doing so, such as needing an income, feeling safer after the person was fired, and liking their job.

Women who left their positions described a range of psychosocial and economic reasons for doing so. These include losing their appetite for the job, feeling isolated in a male-dominated environment, wanting to be with family, feeling uncomfortable at the workplace, lack of childcare, and wanting to work elsewhere.

The survey asked the women to reflect on their experience and what could have been done better to support them when reporting incidents to the company. Their suggestions for companies to improve their approach are summarized below and greater detail related to policy and recommendations is provided in Section 4.3.

Some women suggested that greater police involvement is required so that offenders face appropriate legal consequences, where necessary. This suggests that although a complaint may be filed with the company, some respondents felt that additional legal action is required to hold offenders truly accountable.

Another participant suggested reform, strategic review and action on these issues should be expanded to occur in other communities where Inuit women live and work in the resource extraction industry.

4.2.3 Knowledge of Rights and Feelings of Safety

In a 2017 study, Nightingale, Czyzewski, Tester and Aaruaq found that majority of Inuit women in the workplace were not aware of their rights within the workplace. Our survey revealed that female Inuit employees' understanding of their rights in the workplace remains varied.

A number of women indicated that they feel comfortable reporting incidents of sexual violence and harassment — both within their workplace and to police. However, as we learned earlier, there are a number of women who cite feelings of fear, stigma and a lack of support as reasons why they did not report their experiences to their employers.

One woman suggested that although she would like to open up about her experience, she doesn't trust the company to respond in an appropriate manner.

So, while women are self-reporting that they understand their rights in the workplace, this does not guarantee either the desire or the ability to report their experiences of sexual violence and harassment to their employer.

Feelings of safety at the mine site were also found to vary, based on time of day. For example, one woman spoke about how she felt safe during work hours but felt unsafe after-hours when she encountered men in less controlled environments.

While this was one account, it could be inferred that women may feel safe in certain scenarios, environments and times of day in the workplace, but less safe in others. As such, women's perception of safety at a resource extraction worksite may fluctuate significantly throughout the day, depending on the context.

There is high uncertainty among Inuit women regarding their rights and security at work.

Having more Inuit in HR positions, especially Inuit women, could contribute to a safer workplace and reporting environment.

Collectively, the women made several suggestions about what could contribute to a safer workplace and safer reporting environment. This includes having more Inuit in Human Resources positions, and well as having more Inuit women to whom they could report.

Detailed in Section 4.3, these suggestions support the findings that workplace policies and procedures should be developed by and for Inuit women so that they meet their unique needs (Pauktuutit and Comack 2020).

On the whole, the findings suggest women do not feel unsafe all the time, and that there are Inuit women employed in the resource extraction industry who feel safe and comfortable working at their job site.

However, given the number of women who experience sexual violence and harassment in the workplace and do not report these incidents, the findings also suggest a high level of uncertainty among Inuit women regarding their rights in the workplace, as well as their feelings of safety and security.

4.3 Policies and Practices that Address these Issues

There have been repeated calls for the resource extraction industry to address workplace sexual violence and harassment in company policies and procedures (The Firelight Group, Lake Babine Nation, and Nak'azdli Whut'en 2017; Pauktuutit Inuit Women of Canada and Comack 2020).

The literature goes even further, suggesting these policies and procedures should be developed by and for Inuit women so that they are accessible and easily understood.

When asked about their knowledge of workplace policies and procedures that address workplace sexual violence and harassment, not all women knew if these existed.

Many women did not know if workplace sexual harassment policies existed or that mental health services were available to help victims.

The majority of women said that they would like to see companies take a stronger approach towards addressing sexual violence in the industry.

Specifically, many women did not know if **policies or procedures** for *preventing* sexual violence and harassment existed. While women broadly knew of existing mechanisms for *reporting* incidents of violence and harassment in the workplace, a number of women stated that policies and procedures for *acting* on reported incidents did not exist.

Women were also asked about the **support services** available to them from their employer. Women generally knew that medical and emergency services, as well as human resources, were available to them on-site. Some women knew of mental health services available, however a greater number of women were unaware that these services existed.

Very few women knew if territorial and/or provincial support services were available to them in the workplace. Although the responses to these questions were limited, very few women reported using these services in response to an incident of sexual violence and harassment. This makes sense given that few women reported their experiences of assault to the company.

More than half of the women said that they would like to see companies take a stronger approach towards addressing sexual violence and harassment in the industry.

Many respondents provided suggestions or recommendations that they would like to see considered for implementation by resource extraction companies in an effort to improve Inuit women's security, safety and overall experience in the workplace. These suggestions are summarized in the table below:

Table 3: Suggestions/Recommendations for Improving Workplace Policies and Procedures

Support Services in the Community and in the Workplace

- Offer all support services in Inuktitut and within Inuit Qaujimajatuqangit (the Inuit traditional knowledge abbreviated as 'IQ').
- Provide more Inuit-specific support services to employees in the workplace, such as mental health and grief support, healing programs, counselling services, and an on-site social worker.
- Establish an Elder support network for Inuit employees while on shift.
- Establish a women's support network for improved support and communication among female staff.
- Provide more in-community and on-site childcare options for employees and their families.
- Provide more support services for Inuit families in communities.
- Improve access including transportation to and from support services that are off-site.

Training and Education

- Raise awareness of company policies and procedures, especially those related to sexual violence and harassment. Develop and implement orientation for all employees to help them understand what to do if an incident occurs, who to report to, what resources are available, and how the company will take action.
- Provide cultural-safety training for all employees.
- Provide a range of personal training programs to staff, including self-confidence / self-esteem training, and self-defence.

Table 3: Suggestions/Recommendations for Improving Workplace Policies and Procedures
continued

Company Actions
<ul style="list-style-type: none"> • Acknowledge that sexual violence and harassment is an issue in the workplace and take more decisive action to effectively address it. • Hire more Inuit staff, and Inuit women, in positions such as human resources, management and supervisory roles. • Have another woman present when reporting issues or incidents of sexual violence and harassment. • Have 24/7 security on-site. • Provide women with an alarm device, such as a phone or emergency button, which they can use if they feel they are in danger. • Take a zero-tolerance policy with offenders — they should be terminated and their actions should be reported to the RCMP. • Follow up with employees who report incidents of sexual harassment or violence, so they are aware of the outcome and actions taken by the company. • Offer flexible work schedules and rotations so that employees — particularly Inuit women — can better balance familial responsibilities.

The reports from the women reveal that while there is varied knowledge and awareness about workplace policies and procedures related to sexual violence and harassment, there are many areas where improvements can be made.

If policies and procedures within the worksite are improved and designed to support Inuit women, more women may feel comfortable speaking up and bringing their concerns forward.

More importantly, improved policies and procedures may help to prevent the occurrence of sexual violence and harassment in the first place.

5

Discussion

5.1 Economic Security and Prosperity

As the literature shows, Inuit women are engaged in the mining economy productively, and as a result they are able to provide for their families. They report a variety of feelings as they work, chiefly happiness, pride, feelings of resilience and safety.

The findings around economic prosperity show women to be actively engaged in the industry, though still a minority proportion of the overall workforce. However, as a percentage of the female labour force in the mining industry, Inuit women specifically are in the majority.

Inuit women are productively engaged in the mining economy and comprise the majority of female employees in the industry.

Inuit women support large households on salaries lower than both Inuit and non-Inuit men, or even non-Inuit women.

Consistent with the literature, this study finds that the resource extraction industry brings Inuit women into remote work camps and builds community across the North, gives feelings of pride in their work, and allows them to act as role models for other women (Lahiri-Dutt 2012; O’Faircheallaigh 2013; Smith 2008).

Inuit women also report largely that they feel safe at the mining sites, though some feel vulnerable when working in private spaces such as bathrooms (e.g., for janitorial positions) and during off-work hours.

Inuit women are often supporting quite large households on the low salaries they earn from the resource extraction industry.

In fact, although this survey did not identify the specific positions held by the respondents, it did find that Inuit women are supporting families on much lower salaries from the mining camps than both Inuit and non-Inuit men, or even non-Inuit women.

5.2 Experiences of Sexual Harassment and Violence

This survey found that more than half of the Inuit women surveyed have experienced repeated events of sexual harassment and violence in the workforce, with the most common events being comments, so-called jokes, unwanted touching and emotional abuse.

Key findings are noted below:

- The frequency of events of harassment varied, with some Inuit women experiencing it every shift, while others had a more limited experience of events.
- In most cases, the offender was unknown to the woman.
- Respondents provided a range of reasons for not report an incident in some cases, including: discomfort or not wanting to relive the experience, fear of job loss, and the barrier in human resources and management of having no women or no Inuit staff in positions to whom they could report. Women do not want to report to people who they feel may not understand the issue, or to whom they have no relationship or affinity. Reports of there being “too many male supervisors” speaks to the hyper-masculine culture that exists within many resource extraction workplaces, which can heighten safety risks for Indigenous women (The Firelight Group, Lake Babine Nation, and Nak’azdli Whut’en 2017; Oxfam Australia 2009).
- The experience of harassment caused some Inuit women to leave their position, while others stayed on citing that they needed the income or felt safe because the offender no longer worked at the site.

Trauma Can Equal Turnover

Echoing the findings of Gibson and Klinck (2005), this survey suggests that if women feel unsupported by their employer after reporting an incident of sexual violence and harassment in the workplace, they may often leave the project, company or workforce itself.

- Inuit women provided many strong recommendations for managing incidences of harassment, including taking action, developing and implementing policies and procedures, strengthening supports and integrating Inuit managers into positions of reporting, and investing in further on-site resources for women. Table 3 in this report provides an extensive list of recommendations synthesized from all survey responses.
 - While Inuit women reporting in this survey largely feel safe at remote work sites, this sense of security varies by time of day and occupation.
- Although Inuit women report that they understand their rights regarding sexual harassment and violence in the workplace, the barriers to acting on this knowledge and accessing services result in the under-reporting of all instances of harassment and violence know to occur.

5.3 Policies and Practices that Address these Issues

The literature calls for a robust development of workplace policies that address gender- and Inuit-specific impacts related to workplace sexual violence and harassment (The Firelight Group, Lake Babine Nation, and Nak’azdli Whut’en 2017).

The women surveyed for this report repeated this call and identified many specific strategies for communities, companies and government to take forward.



6

Conclusion

The findings indicate that women want to see decisive action taken by resource extraction companies operating in the North to improve the experience of Inuit women working in the industry.

Inuit women welcome employment in the resource industry, as it allows them to support their families and participate in meaningful work. However, while the Inuit women surveyed generally feel safe in remote work camps, many experience sexual harassment and violence.

Sometimes these events are not reported, despite women understanding they have a right to report. Reluctance to report is due to a range of reasons, including fear of job loss, shame, stigma, and trepidation about reliving the humiliation.

To address these issues and improve the employment experience, the respondents identified opportunities for a more proactive approach and provided recommendations for action.

The recommendations boiled down to five primary 'Calls for Action':

1. **Hire more Inuit women** in supervisory, managerial, and human resource roles;
2. **Revise policies and practices** around sexual harassment and violence;
3. **Provide employee training** that is both robust and relevant;
4. **Improve social, cultural and emotional support services** in the workplace; and
5. **Ensure offenders are held accountable** and face real consequences, both within the company and the community.

References

- Gibson, Ginger, and Jason Klinck. 2005. "Canada's Resilient North: The Impact of Mining on Aboriginal Communities." *Pimatisiwin: A Journal of Aboriginal and Indigenous Community Health* 3 (1): 116–39.
- Jenkins, Katy. 2014. "Women, Mining and Development: An Emerging Research Agenda." *The Extractive Industries and Society*.
- Lahiri-Dutt, Kuntala. 2012. "Digging Women: Towards a New Agenda for Feminist Critiques of Mining." *Gender, Place & Culture* 19 (2): 193–212.
- Lahiri-Dutt, Kuntala, and Martha Macintyre, eds. 2006. *Women Miners in Developing Countries: Pit Women and Others*. Voices in Development Management. Aldershot, Hants, England; Burlington, VT: Ashgate Pub. Company.
- Nightingale, Elana, Karina Czyzewski, Frank Tester, and Nadia Aaruaq. 2017. "The Effects of Resource Extraction on Inuit Women and Their Families: Evidence from Canada." *Gender & Development* 25 (3): 367–85. <https://doi.org/10.1080/13552074.2017.1379778>.
- O'Faircheallaigh, Ciaran. 2013. "Extractive Industries and Indigenous Peoples: A Changing Dynamic?" *Journal of Rural Studies* 30: 20–30.
- Oxfam Australia. 2009. "Women, Communities and Mining: The Gender Impacts of Mining and the Role of Gender Impact Assessment." Oxfam Australia. Victoria, Australia.
- Pauktuutit Inuit Women of Canada. 2019. "Ensuring Well-Being of Inuit Women in the Resource Extraction Industry: Literature Review." Unpublished. Ottawa, ON.
- Pauktuutit Inuit Women of Canada, and Elizabeth Comack. 2020. "Addressing Gendered Violence against Inuit Women: A Review of Police Policies and Practices in Inuit Nunangat." Ottawa, ON.
- Pauktuutit Inuit Women of Canada, Karina Czyzewski, Frank Tester, Nadia Aaruaq, and Sylvie Blangy. 2014. "The Impact of Resource Extraction on Inuit Women and Families in Qamani'tuaq, Nunavut Territory." Pauktuutit Inuit Women of Canada; School of Social Work, University of British Columbia.
- Pauktuutit Inuit Women of Canada, and University of British Columbia. 2014. "The Impact of Resource Extraction on Inuit Women and Families in Qamani'tuaq, Nunavut Territory: A Qualitative Assessment." Pauktuutit Inuit Women of Canada and the University of British Columbia, School of Social Work.
- . 2016. "The Impact of Resource Extraction on Inuit Women and Families in Qamani'tuaq, Nunavut Territory: A Quantitative Assessment." Pauktuutit Inuit Women of Canada and the University of British Columbia, School of Social Work.
- Smith, Jessica M. 2008. "Crafting Kinship at Home and Work: Women Miners in Wyoming." *WorkingUSA* 11 (4): 439–58. <https://doi.org/10.1111/j.1743-4580.2008.00218.x>.
- Statistics Canada. 2016. "Census Profile, 2016 Census: Nunavut Territory and Canada." <https://www12.statcan.gc.ca/census-recensement/2016/dp-pd/prof/details/Page.cfm?Lang=E&Geo1=PR&Code1=62&Geo2=&Code2=&Data=Count&SearchText=Nunavut&SearchType=Begins&SearchPR=01&B1=All&GeoLevel=PR&GeoCode=62>.
- The Firelight Group, Lake Babine Nation, and Nak'azdli Whut'en. 2017. "Indigenous Communities and Industrial Camps: Promoting Healthy Communities in Settings of Industrial Change." Victoria, BC: The Firelight Group.

Appendix **A** Survey

Addressing Inuit Women’s Economic Security and Prosperity in the Resource Extraction Industry

Date: _____

Unique Survey Number: _____

Participant Name: Record in a separate document and correspond with the survey number

Instructions

This survey should be filled in by the Pauktuutit researcher. Responses are to be provided by the participant — an Inuk woman who has worked or is currently working in the resource extraction industry. Each survey is to be informed by one person only.

To fill in the survey, read each question out loud to the participant and, where applicable, also read all possible answers to the participant. Each question should be read one at a time, providing the participant with time to think, and then provide their answer before moving to the next question.

Instructions are provided for the researcher in **text boxes** throughout the survey.

Questions and Answers

There are several types of questions being asked in this survey. These include:

- **Yes / No questions:** Here you will ask a closed-ended question, circling the participant’s response. There is only one possible response to these questions.
- **List of options:** Some questions will allow for a participant to select multiple answers. You can check off as many options as the participant chooses.
- **Agree / Disagree:** You will read a statement to the participant, asking them if they Agree or Disagree with it and circling their response. There is only one possible answer with these questions.
- **Matrix Tables:** There are several matrix tables in the survey where we are asking about participant’s knowledge of and access to certain variables. Responses range from “This service exists, and I have used it” to “I do not know if this service exists.” You will ask the participant each question, then record their answer with a ✓ checkmark in the corresponding cell.
- **Rating scales:** Some questions will ask the participant to rate a service, based on a scale from “Very Bad” to “Very Good”. You will circle the answer that they provide.
- **Open-ended questions:** Here you will write exactly what participant says in response to the question.

Please consider the following when a participant answers a question:

- Allow the participant time to think about their response when providing an answer.
- There are no right or wrong answers.
- Participants may choose not to answer a question and should not be questioned why.
- It is OK if a participant wishes to change their answer.
- The participant is free to end the survey at any time.

Confidentiality

In effort to protect a person's identity, participant names will not be used in the final report. Participant names will be recorded in a separate document for internal record-keeping, and in the event follow-up is required.

It is important to reiterate to the women completing the survey that **their answers will not be shared with anyone outside of the research team, nor will they be discussed with other women completing the survey, with other community members, or with family members.**

Post-Survey After-Care Resources

Ensure that each participant is provided with the list of post-survey after-care resources. You may choose to go over this list of resources with the participant.

If a participant reacts strongly to a question (e.g., has difficulty composing themselves, appears withdrawn, or seems triggered, etc.), pause the survey and ask if you can call a friend or family member for them. **Participants can stop the survey at any time.** It is up to the participant if they wish to continue with the survey.

The researcher should leave their name and phone number with each participant so they may be contacted if needed. The researcher should follow up with the participant several days after the survey. **It is important to ensure the participant feels supported both during and after the survey.**

Pre-Survey Checklist

Before formally beginning the survey, ensure the following steps have been completed:

1. Introductions

Introduce yourself and the research team, who you work for, and who you report to.

2. Project Overview

Give the participant an overview of the project. Read the following:

This project is meant to address possible issues of sexual violence and harassment that may be experienced by Inuit women in the resource extraction industry, and what can be done to improve these conditions.

We want to learn about your knowledge of company approaches towards women's safety, if you have experienced sexual violence or harassment in the workplace, and your knowledge of support services in the industry.

We also would like to hear your recommendations for improving women's safety in the resource extraction industry.

For the purposes of this research, we have identified sexual violence and harassment to include any form of unwanted sexual interaction or behaviour, physical or non-physical.

This survey is being conducted by Pauktuutit Inuit Women of Canada. **It is not being conducted by industry or government.** Your answers will not be shared with anyone other than Pauktuutit and their research team. Your name will not be listed on this booklet.

3. Goals of the Survey

Explain the survey process and goals of research. Read the following:

We will go through this survey together, and I will ask questions and record your answers in this booklet. Your answers will not be shared with anyone outside of the research team.

The survey will take approximately 60 minutes to complete. You are free to stop the interview at any time or decide to not complete the survey.

The findings from this research will be used to write a public report that will inform Inuit groups, industry, governments, and the public on Inuit women's experiences in the resource extraction industry. The final public report will be made available on Pauktuutit's website and in print. You will not be identified by name in any public documents.

We acknowledge this is a sensitive issue. If at any time you want to stop, seek resources, or require help, please tell us.

4. Questions

Provide an opportunity for the participant to ask questions:

- Provide accurate answers as this helps gain the participant's informed consent.
- Questions you cannot answer should be directed to the Pauktuutit contact.

5. Consent

Review the consent form with the participant:

- Read the consent form aloud to the participant.
- Ask the participant if they have any questions.
- Once the participant's questions have been answered, ask them if they give their consent and, if yes, ask if they are comfortable signing the consent form.
- If the participant would prefer to give their verbal consent, ensure the audio recorders are on, read the entire consent form aloud, and have the participant provide their verbal consent for the recording by stating "I agree and provide my consent"
- If the participant chooses not to provide consent, do not continue with the survey.

6. Ask participant if they would like to start with an opening prayer

7. Begin the Survey

Survey Questions

Part I — Background Information

1. What is your age? _____
2. How many people are you currently providing for? _____
Please explain (optional): _____

3. How many people currently live in your household (the average number of people you usually live with)?
 1–3 4–6 7–9 10 or more: _____

4. What is your current employment status? (*Select all that apply*)

<input type="checkbox"/> Employed (Full-time)	<input type="checkbox"/> Employed (Seasonally)	<input type="checkbox"/> Unemployed (Looking for work)
<input type="checkbox"/> Employed (Part-time)	<input type="checkbox"/> Employed (On Rotation)	<input type="checkbox"/> Unemployed (Not looking for work)
<input type="checkbox"/> Retired	<input type="checkbox"/> On leave	

- a. If you selected On Rotation, what is your work rotation like? (e.g., two weeks on two weeks off; three weeks on, one week off; etc.)

Answer: _____

5. What is your current annual income?

<input type="checkbox"/> \$0 – 20,000
<input type="checkbox"/> \$20,001 – 40,000
<input type="checkbox"/> \$40,001 – 60,000
<input type="checkbox"/> \$60,001 – 80,000
<input type="checkbox"/> \$80,001 or higher

6. What is your annual household income?

<input type="checkbox"/> \$0 – 20,000
<input type="checkbox"/> \$20,001 – 40,000
<input type="checkbox"/> \$40,001 – 60,000
<input type="checkbox"/> \$60,001 – 80,000
<input type="checkbox"/> \$80,001 or higher

7. What languages do you speak? (Select all that apply)

<input type="checkbox"/> Inuktitut	<input type="checkbox"/> English
<input type="checkbox"/> French	<input type="checkbox"/> Other: _____

a. If you speak Inuktitut, which dialect do you speak? _____

b. What is your mother tongue? (the first language you learned to speak) _____

8. Where do you currently live? _____

Part II — Employment History

9. In total, how long have you worked in the resource extraction industry?

<input type="checkbox"/> Less than 1 year
<input type="checkbox"/> 1–3 years
<input type="checkbox"/> 4–6 years
<input type="checkbox"/> 7–9 years
<input type="checkbox"/> 10 or more years

10. Where have you worked in the resource extraction industry (including exploration, operational and closure projects)?

Make a note of the most recent resource extraction site where the participant has worked. We will use this as a frame of reference throughout the survey.

	Project Name and Company <i>(e.g., Meadowbank, Agnico)</i>	Dates of Employment <i>(e.g., 2005-07)</i>
1		
2		
3		
4		
5		

Part III — Working in the Resource Extraction Industry

11. We want to understand your knowledge of company approaches towards sexual violence and harassment in the workplace.

Can you tell us if the following exist at the **most current** resource extraction site you have worked at?

Restate the most current resource extraction site the participant has worked at.
Read each example to the participant. Then put a ✓ checkmark in the appropriate box.

<i>Can you tell us if the following policies, procedures or measures exist at: _____ (most current location)</i>	This Exists	This Does Not Exist	Do Not Know
a. Specific recruitment strategies for hiring Inuit women at the site (e.g., target hiring numbers)			
b. Strategies geared towards keeping Inuit women employees (e.g., flexible work shifts, rewards for length of service, training and education programs, etc.)			
c. Cultural safety training for employees			
d. Security measures to prevent incidents of sexual violence and harassment (e.g., women’s bathrooms, women’s sleeping areas, security guards, etc.)			
e. Policies or procedures for preventing incidents of sexual violence and harassment			
f. Policies or procedures for reporting incidents of sexual violence and harassment			
g. Policies or procedures for acting on reported incidents of sexual violence and harassment			

12. Are there approaches you would you like to see in the resource extraction industry to prevent sexual violence and harassment?

Answer: _____

Part IV — Sexual Violence and Harassment in the Workplace

Check in with the participant to see how they are doing. Let the participant know the next set of questions are very sensitive. Ask if they need a break, or if they are OK to continue with the survey.

Repeat that their answers are confidential, and they do not have to share any information they do not feel comfortable sharing and remind them that they may stop the interview at any time.

13. Have you personally experienced sexual violence or harassment while working in the resource extraction industry?

Yes No

If yes, what is the most recent location that this occurred at?

Answer: _____

If the participant answered **Yes**, to Question 13, continue to the questions below (14–24).
If they replied **No** to Question 13, please skip ahead to Question 25.

Read the options to the participant. Provide them with the option to fill in the responses themselves, or you can do it for them. Ask the participant what they are more comfortable with.

14. Can you tell us about the different types of sexual violence and harassment you experienced at _____?
(fill in the most recent location from Question 13)

(Select all that apply)

<input type="checkbox"/> Unwanted sexual comments / jokes	<input type="checkbox"/> Unwanted sexual touching	<input type="checkbox"/> Emotional / Psychological abuse	<input type="checkbox"/> Stalking
<input type="checkbox"/> Indecent exposure	<input type="checkbox"/> Denial to use of contraceptives	<input type="checkbox"/> Online sexual harassment	<input type="checkbox"/> Rape
<input type="checkbox"/> Observation (i.e., witnessing / being forced to witness abuse or unwanted sexual acts towards other people)	<input type="checkbox"/> Sexual exploitation (i.e., sexual abuse through the exchange of sexual acts for goods, services or necessities)	<input type="checkbox"/> Sharing sexual photographs without permission	<input type="checkbox"/> Voyeurism (i.e., someone watching you in an unwanted sexual way)
<input type="checkbox"/> Other: _____			

15. Given the type of incident(s) you have identified, approximately how many times did the incident(s) occurred at: _____?
(fill in the most recent location from Question 13)

Fill in the table below **only** for the types of incidents the participant identified in Question 14. Put a ✓ checkmark in the appropriate box next to the incident.

It may be easier to show the participant the table. Offer them the option of filling it out themselves or filling in the answers for them. Ask them what they are more comfortable with.

Can you tell us approximately how many times you have experienced _____ <i>(incident type)</i> at: _____ <i>(most recent location)</i>	1 to 4 Times	5 to 9 Times	10 Times or more
a. Refusal to use contraceptives			
b. Emotional or psychological abuse			
c. Indecent exposure			
d. Online sexual harassment (i.e., by computer or mobile phone)			
e. Rape			
f. Sexual exploitation (i.e., sexual abuse through the exchange of sexual acts for goods, services, or necessities)			
g. Sharing sexually explicit photographs without permission			
h. Stalking or following / chasing			
i. Unwanted sexual comments / jokes			
j. Unwanted sexual touching			
k. Voyeurism (i.e., someone watching you in an unwanted sexual way)			
l. Observation (i.e., witnessing / being forced to witness abuse or unwanted sexual acts towards other people)			
m. Other (please explain):			

If the participant reported **only one** type of incident, move ahead to Question 16.

If the participant reported **more than one** type of incident, ask them if there is one type that they would feel more comfortable discussing further. If so, please identify the type of incident below. We can speak about the incidents more generally if they prefer.

Type of incident (optional): _____

16. What was the employment position of the offender(s)? (Select all that apply)

<input type="checkbox"/> Federal Government Employee	<input type="checkbox"/> Territorial / Provincial Government Employee	<input type="checkbox"/> Supervisor
<input type="checkbox"/> Management	<input type="checkbox"/> Executive	<input type="checkbox"/> Pilot
<input type="checkbox"/> Industry Worker	<input type="checkbox"/> Administrative Staff	<input type="checkbox"/> Custodial Staff
<input type="checkbox"/> Other (please explain): _____		

a. Did the offender have the same employment position as you?

<input type="checkbox"/> Yes, in all instances
<input type="checkbox"/> Only in some instances
<input type="checkbox"/> No, not in any instances

17. Was the offender(s) someone you were familiar with outside of the workplace?

<input type="checkbox"/> Yes, in all instances
<input type="checkbox"/> Only in some instances
<input type="checkbox"/> No, not in any instances

18. Did you report the incident(s) of sexual violence or harassment that you experienced to the company?

<input type="checkbox"/> Yes, in all instances
<input type="checkbox"/> Only in some instances
<input type="checkbox"/> No, not in any instances

a. If you reported any of these incidents to someone at the company, what is their position?

<input type="checkbox"/> Manager	<input type="checkbox"/> Supervisor	<input type="checkbox"/> Security
<input type="checkbox"/> Human Resources	<input type="checkbox"/> Executive	<input type="checkbox"/> Health & Safety Officer
<input type="checkbox"/> Other: _____		

b. If you reported any incidents of sexual violence or harassment to your employer, what actions did they take against the offender(s)? *(Select all that apply)*

<input type="checkbox"/> No action was taken	<input type="checkbox"/> The offender was suspended temporarily	<input type="checkbox"/> The offender was reported to the Police
<input type="checkbox"/> The offender lost their job	<input type="checkbox"/> The offender was assigned a different job	
<input type="checkbox"/> Other: _____		

c. If you reported any incidents of sexual violence or harassment to your employer, were there any actions taken against you? *(Select all that apply)*

<input type="checkbox"/> No actions were taken against me	<input type="checkbox"/> I was let go / fired
<input type="checkbox"/> I was transferred to another position	<input type="checkbox"/> I was silenced / told to keep quiet
<input type="checkbox"/> Other: _____	

d. Do you think the company's response to the instance(s) of sexual violence and harassment was dealt with appropriately?

<input type="checkbox"/> Yes, in all instances
<input type="checkbox"/> Only in some instances
<input type="checkbox"/> No, not in any instances

Please explain (optional): _____

19. If you did **not** report the incident(s) of sexual violence and harassment to your employer, please explain why:

Answer: _____

20. Were there any challenges to reporting the incident(s) of sexual violence or harassment in the workplace?

Yes No

Please explain (optional): _____

21. Did you feel supported in reporting the incident(s) of sexual violence and harassment in the workplace (both during and after)?

Yes No

Please explain (optional): _____

22. Did you keep working at that same location following the incident(s) of sexual violence and harassment at the workplace?

Yes No

If Yes, why did you stay?

Answer: _____

If No, why did you leave?

Answer: _____

23. What could have been done to better help you through your experience(s)?

Answer: _____

24. Is there anything we have not asked you about that you would like to tell us?

Answer: _____

Pick up here if the participant answered **No** to Question 13.

25. In your experience, have you observed any changes in the resource extraction industry with respect to sexual violence and harassment?

Yes No

Please explain: _____

26. Given your overall experience working in the resource extraction industry, please tell us if you **agree** or **disagree** with the following statements.

Read each statement below to the participant. Ask them if they *Agree* or *Disagree* with the statement, or *Do not know*. Circle their response.

a. I understand my legal rights with respect to sexual violence and harassment in the workplace.	Agree	Disagree	Do Not Know
b. I have access to legal resources if an incident of sexual violence and harassment occurs in the workplace.	Agree	Disagree	Do Not Know
c. I know when an incident of sexual violence or harassment needs to be reported to the Police.	Agree	Disagree	Do Not Know
d. I feel comfortable reporting incidents of sexual violence and harassment to the Police.	Agree	Disagree	Do Not Know
e. I know who I am supposed to report incidents of sexual violence and harassment to in the workplace.	Agree	Disagree	Do Not Know
f. I have the support I need to feel comfortable reporting incidents of sexual violence and harassment to my employer.	Agree	Disagree	Do Not Know
g. I know what steps my employer needs to take after reporting an incident of sexual violence and harassment.	Agree	Disagree	Do Not Know
h. I feel safe working in the resource extraction industry	Agree	Disagree	Do Not Know

Check in with the participant to see how they are doing. If the participant is feeling triggered or upset from the questions, pause the survey and offer to call someone for them.

If the participant feels OK, continue to the next questions.

Part V — Access to Support Services

Ask the following questions to all participants.

If the participant answered **Yes** to having experienced sexual violence and harassment in the resource extraction industry (Question 13), ask the questions below in the context of the most recent location of the experience(s). Restate the location.

If the participant answered **No** to having experienced sexual violence and harassment in the resource extraction industry (Question 13), ask them the following questions in the context of their most current workplace in the resource extraction industry. Restate the location.

27. What kind of support services do you know of at _____
(fill in the location).

Read each example to the participant and put a ✓ checkmark in the appropriate box.

Do you know of the following support services at: _____? <i>(location)</i>	This Exists	This Does Not Exist	Do Not Know
a. Medical and Emergency Services (e.g., first aid, healthcare practitioners, nursing stations, EMTs, etc.)			
b. Mental Health Services (e.g., counselling, treatment)			
c. Human Resources			
d. Territorial and/or Provincial Support Services			

28. For the services that you know exist, we would like to know if you have used them, and how accessible they were to you for that purpose. In this context, accessibility is defined as ‘the ease in which you were able to obtain care or services.’

On a scale of 1 to 5 (where 1 = Very Bad, and 5 = Very Good), please rate the support services you know exist and have accessed.

Put a ✓ checkmark next to the services that exist **and which you have used in response to an incident of sexual violence and harassment, or for other purposes (select only one)**. **Do not rate services that you have not used.** Please leave those sections blank.

Read each section to the participant and rating options, then circle their rating.

Level of Care = The care provided was appropriate to your needs

Safety = The ability to express yourself comfortably and safely without fear of repercussions. It is the person’s ability to feel safe.

Language = Your mother tongue (the first language you learned)

a. Medical and Emergency Services (e.g., first aid, healthcare practitioners, nursing stations, EMTs, etc.)

(Select only 1)

check if used in response to an incident of sexual violence or harassment

OR...

check if used for other purposes than sexual violence or harassment

Leave section blank if this service has never been used.

	Very Bad	Bad	Moderate	Good	Very Good
i. How would you rate the distance of Medical and Emergency Services to you at the workplace?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
ii. How would you rate the level of care you received with this service?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
iii. Thinking about the level of care you received, how would you rate this service for making you feel safe ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
iv. How would you rate the Medical and Emergency Services for providing care in your language ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
v. How would you rate the amount of time you had to wait to obtain this service?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
vi. How would you rate this service for meeting your needs ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5

b. Mental Health Services (e.g., counselling, treatment)

(Select only 1)

check if used in response to an incident of sexual violence or harassment

OR...

check if used for other purposes than sexual violence or harassment

Leave section blank if this service has never been used.

	Very Bad	Bad	Moderate	Good	Very Good
i. How would you rate the distance of Mental Health Services to you at the workplace?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
ii. How would you rate the level of care you received with this service?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
iii. Thinking about the level of care you received, how would you rate this service for making you feel safe ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
iv. How would you rate the Mental Health Services for providing care in your language ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
v. How would you rate the amount of time you had to wait to obtain this service?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
vi. How would you rate this service for meeting your needs ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5

c. Human Resources
 (Select only 1)

check if used in response to an incident of sexual violence or harassment

OR...

check if used for other purposes than sexual violence or harassment

Leave section blank if this service has never been used.

	Very Bad	Bad	Moderate	Good	Very Good
i. How would you rate the distance of Human Resources to you at the workplace?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
ii. How would you rate the level of care you received with this service?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
iii. Thinking about the level of care you received, how would you rate this service for making you feel safe ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
iv. How would you rate the Human Resources for providing care in your language ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
v. How would you rate the amount of time you had to wait to obtain this service?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
vi. How would you rate this service for meeting your needs ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5

d. Territorial / Provincial Support Services

(Select only 1)

check if used in response to an incident of sexual violence or harassment

OR...

check if used for other purposes than sexual violence or harassment

Leave section blank if this service has never been used.

	Very Bad	Bad	Moderate	Good	Very Good
i. How would you rate the distance of Territorial / Provincial Support Services to you at the workplace?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
ii. How would you rate the level of care you received with this service?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
iii. Thinking about the level of care you received, how would you rate this service for making you feel safe ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
iv. How would you rate the Territorial / Provincial Support Services for providing care in your language ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
v. How would you rate the amount of time you had to wait to obtain this service?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5
vi. How would you rate this service for meeting your needs ?	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5

29. Were there any challenges to accessing support services in the workplace?

Yes No

Please explain: _____

30. Do you have any recommendations for improving access to support services?

Answer: _____

31. Are there other support services you would you like to see available at the workplace?

Answer: _____

Part IV — Closing

Pick up here if the participant did not answer Questions 27 to 31.

Ask all participants the next set of questions.

32. Please finish the following sentence:

When I think about Inuit women working in the resource extraction industry and the future, I feel...

Answer: _____

33. When it comes to sexual violence and harassment in the resource extraction industry, what would you like to see done (i.e. suggestions for improvement)?

Answer: _____

34. Is there anything else you would like to tell the research team conducting this work?

Answer: _____

Thank the participant for their time. Ask them if they would like to close with a prayer.

Check in to see how they are doing. If needed, ask the participant if you can call someone (such as a friend or family member) for support.

Provide the participant with the list of after-care resources.

Ask them if it is OK to follow-up with them by telephone in a couple days to see how they are doing.

Make sure to leave your contact information with the participant.

Appendix **B** After-Care Resources

Telephone Help Lines

Resource / Communities Served	Contact Information
<p>Hope for Wellness Help Line</p> <p><i>Canada</i></p> <p>Immediate mental health counselling and crisis intervention to all Indigenous peoples across Canada.</p>	<p>Toll-free: (855)-242-3310</p> <ul style="list-style-type: none"> • Available 24/7 • English, French and Inuktitut available on request
<p>The Outreach Centre (Women’s Outreach)</p> <p><i>Red Deer, Alberta / Open to Canada</i></p> <p>The Domestic Violence Outreach Centre supports women affected by family violence with an emphasis on programs, public service and public education.</p>	<p>Toll-free: (866)-347-2480</p> <ul style="list-style-type: none"> • Available Monday to Friday from 8:15a.m. to 4:15p.m. (Mountain Standard Time: GMT-7) • English
<p>Indian Residential Schools Resolution Health Support Program</p> <p><i>Canada</i></p> <p>Provides mental health, emotional and cultural support services to former Indian Residential School students and their families.</p>	<p>Toll-free: (800)-464-8106 (Northwest Territories, Yukon, Nunavut)</p> <p>Toll-free: (800)-509-1769 (Northern Region)</p>
<p>National Indian Residential School Crisis Line</p> <p><i>Canada</i></p> <p>To provide support for former Residential School students, including free, confidential emotional assistance by trained crisis counselors and referrals to other support services.</p>	<p>Toll-free: (866)-925-4419</p> <ul style="list-style-type: none"> • Available 24/7 • Inuktitut, English, French

Telephone Help Lines

Resource / Communities Served	Contact Information
<p>Ilisqsiq counselling line</p> <p><i>Nunavut</i></p> <p>Free, confidential mental health and emotional support services are available for former Residential School students and their families.</p>	<p>Toll-free: (888)-331-4433</p> <ul style="list-style-type: none"> • Inuktitut and English
<p>Government of Nunavut Employee and Family Assistance Program</p> <p><i>Nunavut</i></p> <p>Free, confidential counselling is available for Government of Nunavut employees and their immediate family members.</p>	<p>Toll-free: (800)-663-1142</p> <ul style="list-style-type: none"> • Available 24/7 • English, French as well as Inuktitut and Inuinnaqtun through interpreter
<p>Elder’s Support Line / Elder Abuse Line</p> <p><i>Nunavut</i></p> <p>Peer-to-peer counselling for unilingual (Inuktitut-speaking) Elders, including elder abuse.</p>	<p>Toll-free: (866)-684-5056</p> <ul style="list-style-type: none"> • Available 8:30 a.m. – 12:00 p.m. EDT (or leave a message) • Inuktitut and English
<p>Assaulted Women’s Helpline</p> <p><i>Toronto / Open to Nunavut</i></p> <p>Free, confidential telephone counseling, emotional support, information and referrals for women who have experienced any form of abuse.</p>	<p>Toll-free: (888)-986-8634</p> <p>Toll-free TTY: (888)-986-8634</p> <ul style="list-style-type: none"> • Available 24/7 in over 200 languages
<p>Kamatsiaqtut Nunavut Helpline</p> <p><i>Nunavut</i></p> <p>Trained volunteers provide anonymous and confidential phone counselling for Northerners in crisis or who need ‘a listening and non-judgmental ear’.</p>	<p>Local: (867)-979-3333</p> <p>Toll-free: (800)-265-3333</p> <p>(outside of Iqaluit and residents of Nunavumiut):</p> <ul style="list-style-type: none"> • Available 24/7 • Inuktitut and English

Telephone Help Lines

Resource / Communities Served	Contact Information
<p>Alcoholics Anonymous</p> <p><i>Nunavut</i></p> <p>Callers can leave a voicemail message in English or Inuktitut.</p>	<p>Toll-free: (888)-616-4011 (Northern AA)</p> <ul style="list-style-type: none"> • Callers can leave a voicemail in English or Inuktitut
<p>NWT Help Line</p> <p><i>Northwest Territories</i></p> <p>The NWT Help Line offers free confidential support to residents of the Northwest Territories. The Help Line also has an option for follow-up calls.</p>	<p>Toll-free: (800)-661-0844</p> <ul style="list-style-type: none"> • Available 24/7
<p>Newfoundland and Labrador Sexual Assault Crisis And Prevention Centre 24-Hour Crisis Hotline</p> <p><i>Newfoundland and Labrador</i></p> <p>The sexual assault crisis line is available to men and women and offers support to those affected by sexual violence.</p>	<p>Local: (709)-726-1411</p> <p>Toll-free: (800)-726-2743</p> <ul style="list-style-type: none"> • Available 24/7
<p>Hope Haven Transition House: Crisis Line</p> <p><i>Labrador City</i></p> <p>This crisis line connects women to a crisis intervention worker in Labrador.</p>	<p>Local: (709)-944-2200</p> <p>Toll-free: 1-888-332-0000</p>

Inuvialuit

Family Violence Shelters

24/7 emergency shelters for women and their children who are experiencing family violence.

Shelter Name	Contact Information
Inuvik Transition House <i>Inuvik</i>	(877)-777-3877
Aimayunga Women + Emergency Foster Care Shelter <i>Tuktoyaktuk</i>	(867)-977-2000

Community Counsellors

Government of Northwest Territories (GNWT) community counsellors who assist community members in accessing mental health services and provide support for individuals experiencing problems or distress. Community counsellors are available by telephone and in-person when needed.

Community	Phone Number	Fax Number
Aklavik	(867)-978-2941	(867)-978-2160
Fort McPherson	(867)-952-2245	(867)-952-2133
Inuvik	(867)-777-8101	(867)-777-8049
Paulatuk	(867)-580-3147	(867)-580-3300
Sachs Harbour (via Ulukhaktok)	(867)-396-3024	(867)-396-3221
Tsiigehtchic	(867)-953-3041	(867)-953-3408
Tuktoyaktuk	(867)-977-2511	(867)-977-2237
Ulukhaktok (Holman)	(867)-396-3024	(867)-396-3221

Resource / Communities Served	Contact Information
<p>Brighter Futures program <i>Communities in Inuvialuit</i></p> <p>A family support program offering services to First Nations and Inuit communities to improve the physical, mental and social wellbeing of Indigenous children, their families and communities.</p>	<p>(867)-777-7088</p>
<p>Project Jewel program <i>Communities in Inuvialuit</i></p> <p>An on-the-land wellness program to manage stress, grief and trauma that builds in after-care supports for participants.</p>	<p>(867)-777-7088 (867)-777-7084</p>

Nunavut

Family Violence Shelters

These Family Violence Shelters in Nunavut assist residents fleeing abuse and family violence.

Shelter Name	Contact Information
<p>Qimavvik Shelter <i>Iqaluit</i></p>	<p>(867)-979-4500</p>
<p>Family Violence Centre <i>Kugaaruk</i></p>	<p>(867)-769-6100</p>
<p>Women’s Crisis Centre <i>Kugluktuk</i></p>	<p>(867)-982-3210</p>
<p>Kataujaq Society Shelter <i>Rankin Inlet</i></p>	<p>(867)-645-2214</p>

Kitikmeot Region

Resource / Communities Served	Contact Information
<p>Cambridge Bay Wellness Centre</p> <p><i>Cambridge Bay</i></p> <p>A community Wellness Centre for residents, offering counselling services and educational programs promoting freedom from addiction and violence through positive lifestyle choices.</p>	<p>Front Desk: (867)-983-4670</p> <p>Director of Healthy Living: (867)-983-4674</p>
<p>Family Violence Prevention Program (FVPP)</p> <p><i>Cambridge Bay</i></p> <p>A program offered at the Wellness Centre to prevent and reduce violence through counselling, education and community outreach.</p>	<p>Front Desk: (867)-983-4670</p> <p>FVPP Coordinator: (867)-983-4660</p>
<p>Resolution Health Support Program</p> <p><i>Cambridge Bay</i></p> <p>Also offered at the Wellness Centre, this program provides mental health and emotional support services to former residential school students and their families.</p>	<p>24-hr crisis line: (866)-925-4419</p> <p>(867)-983-4670, ext. 282</p>
<p>Awareness Centre</p> <p><i>Kugluktuk</i></p> <p>The Awareness Centre offers a weekly support group for women to discuss issues of abuse. Other services include counselling, workshops and crisis intervention.</p>	<p>Front Desk: (867)-982-6522</p> <p>(867)-982-4673 / -3028</p>

Kivalliq Region

Resource / Communities Served	Contact Information
<p>Spousal Abuse Counselling Program</p> <p><i>Rankin Inlet</i></p> <p>Provides counselling that incorporates traditional Inuit knowledge to both victims and perpetrators of spousal abuse with input from the community, particularly Elders.</p>	<p>(867)-645-2600</p>
<p>Pulaarvik Kablu Friendship Centre</p> <p><i>Rankin Inlet</i></p> <p>The Pulaarvik Kablu Friendship Centre offers a variety of programming centered around community wellbeing.</p>	<p>(867)-645-2600</p>

Qikiqtani Region

Resource / Communities Served	Contact Information
<p>Trauma-Informed Practice Program</p> <p><i>Communities in Nunavut</i></p> <p>Half-day training, offered through Embrace Life Council, available for service providers working with youth and adults who have experienced or have been affected by trauma.</p>	<p>Toll-free: (866)-804-2782</p> <p>(867)-975-3233</p>
<p>Ilisaqsivik Society</p> <p><i>Clyde River</i></p> <p>A non-profit, community-based society that promotes community development and healing through various programs and services for residents of Clyde River.</p>	<p>(867)-924-6565</p>

Qikiqtani Region *continued*

Resource / Communities Served	Contact Information
<p>Residential School Survivors Hotline (Ilisaqsivik) <i>Clyde River</i></p> <p>A counselling service available for Residential School survivors (or anyone in need of counselling). This service is offered via phone in English or Inuktitut.</p>	<p>(888)-331-4433</p>
<p>Isaksimagit Inuusirmi Katujjiqaatigiit (Embrace Life Council) <i>Iqaluit</i></p> <p>A non-profit suicide prevention organization based in Iqaluit, Nunavut offering community assessments and a variety of community programming. The Council is involved in various partnerships, including the NISPS working group, RCMP, the territorial government, and NTL.</p>	<p>Toll-free: (866)-804-2782 (867)-975-3233</p>
<p>Iqaluit Mental Health <i>Iqaluit</i></p> <p>Mental health and addictions support services offered through the Government of Nunavut’s Department of Health.</p>	<p>(867)-975-5999</p>
<p>Qikiqtani General Hospital <i>Iqaluit</i></p> <p>Emergency health services, as well as mental health and addictions support, available through the hospital in Iqaluit.</p>	<p>(867)-975-8600</p>
<p>Northern Counselling Therapeutic Services <i>Iqaluit</i></p> <p>Counselling services, crisis response, family support, and psychological assessments for families across Northern Canada.</p>	<p>(800)-346-1589</p>

Qikiqtani Region *continued*

Resource / Communities Served	Contact Information
<p>Nunavut Kamatsiaqtut Help Line</p> <p><i>Iqaluit</i></p> <p>Free and confidential counselling delivered by trained volunteers for those across Nunavut and Canada. Services available in both Inuktitut and English.</p>	<p>(800)-265-3333</p> <p>(867)-979-3333</p> <ul style="list-style-type: none"> • Available 24/7
<p>Nunavut AIDS Information Line</p> <p><i>Iqaluit</i></p> <p>An information line operated by trained volunteers who provide information on HIV/AIDS, Sexually Transmitted Infections (STIs) and healthy sexuality.</p>	<p>(800)-661-0795</p> <p>(867)-979-0520</p> <ul style="list-style-type: none"> • Evenings 7:00-9:00pm EST
<p>Embrace Life Council</p> <p><i>Iqaluit</i></p> <p>Information, support and service referrals for suicide prevention.</p>	<p>Toll-free: (866)-804-2782</p> <p>(867)-975-3233</p>

Nunavik

Safe Shelters

These community-based shelters are available to women who are in need of safe spaces, particularly in cases of violence and abuse.

Shelter Name	Contact Information
Qarmaapik Family House Project <i>Kangiqsualujjuaq</i>	(no number listed)
Tungasuvvik Women’s Shelter <i>Kuujjuaq and Kuujjuaraapik</i>	(819)-964-0536
Ajapirvik Women’s Shelter <i>Inukjuak</i>	(819)-254-8401
Initsiaq Women’s Shelter <i>Salluit</i>	(819)-255-8817

Resource / Communities Served	Contact Information
Brighter Futures program <i>Communities in Nunavik</i> A community-driven program that focuses on the promotion of mental health, child. The programs are intended to raise awareness of these issues, while also building related skills.	Toll-free: (819)-964-2222 (844)-964-2244
Saturviit Inuit Women’s Association of Nunavik <i>Communities in Nunavik</i> The organization represents all women of Nunavik who are over the age of 16 and are beneficiaries of the James Bay Northern Quebec Agreement.	(866)-944-5003

Community Liaison Wellness Workers (CLWWs)

CLWWs are available in most communities in the region, working under the health centres. Their role is to improve the delivery of health and social services in their community through partnerships with local community service centre (CLSC) professionals.

Community	Contact Information
Akulivik	CLSC: (819)-496-2107 Social Services / Youth Protection: (819)-496-2232
Aupaluk	CLSC: (819)-491-7458 Social Services/Youth Protection: (819)-491-7558
Inukjuak	CLSC: (819)-254-8540 Social Services: (819)-254-8708 Youth Protection: (819)-254-8196 Sungirtuivik Family House: (819)-254-8793
Ivujivik	CLSC: (819)-0922-9978 Social Services: (819)-922-3096
Kangiqualujuaq	CLSC: (819)-337-5245 / -5368 / -5342 Social Services: (819)-337-5269 Youth Protection: (819)-337-5335 Akilasakallak Residence (M19): (819)-337-5615
Kangijsujuaq	CLSC: (819)-338-3251 Social Services: (819)-338-3218 Youth Protection: (819)-338-1138 / -1252
Kangirsuk	CLSC: (819)-935-4878 Social Services: (819)-935-4270 / -4273 Youth Protection: (819)-935-4874 / -4817

Community Liaison Wellness Workers (CLWWs) *continued*

Community	Contact Information
Kuujuuaq	<p>Nunavik Regional Board of Health and Social Services: (819)-964-2222</p> <p>Ungava Tulattavik Health Centre: (819)-964-2905</p> <p>CLSC: (819)-964-2905, ext. 224</p> <p>Social Services: (819)-964-2905</p> <p>Youth Protection: (819)-964-2905</p> <p>Ungava Supervised Apartments: (819)-964-0270</p> <p>Qarjuit Youth Council: (819)-964-2925</p>
Kuujuaraapik	<p>Social Services: (819)-929-3376</p> <p>Youth Protection: (819)-929-3876</p> <p>Tasiurvik Family House: (819)-929-3277</p>
Puvirnituaq	<p>Inuulitsivik Health Centre: (819)-988-2957</p> <p>CLSC: (819)-988-2957 ext., 229</p> <p>Social Services: (819)-988-2718</p> <p>Youth Protection: (819)-988-2191</p> <p>Ilagitsuta Family House: (819)-988-2130</p> <p>Crisis Centre: (819)-988-2334</p> <p>Uvattinut Supervised Apartments: (819)-988-2591</p>
Quaqtaq	<p>CLSC: (819)-492-9127</p> <p>Social Services: (819)-492-9933 / -9555</p> <p>Youth Protection: (819)-492-9216 / -9037</p>

Community Liaison Wellness Workers (CLWWs) *continued*

Community	Contact Information
Salluit	CLSC: (819)-255-8439 Social Services: (819)-255-8829 Youth Protection: (819)-255-8135
Tasiujaq	CLSC: (819)-633-5710 Social Services: (819)-633-5022 Youth Protection: (819)-633-5450
Umiujaq	CLSC: (819)-331-7021 Social Services: (819)-331-7019 Youth Protection: (819)-331-7643

Nunatsiavut

Safe Shelters

Confidential, safe emergency shelters for residents of Newfoundland and Labrador, offering victims services and referrals.

Shelter Name	Contact Information
Libra House <i>Happy Valley-Goose Bay</i>	(709)-896-8251
Kirkina House <i>Rigolet</i>	(709)-947-3333
Nukum Munik Shelter <i>Sheshatshiu</i>	(709)-497-8868
Natuashish Safe House <i>Natuashish</i>	(709)-478-2390
Selma Onalik Safe House <i>Hopedale</i>	(709)-933-3420

Resource / Communities Served	Contact Information
Victims Services Provincial Office <i>Communities in Newfoundland and Labrador</i> A free service offered by the Department of Justice and Public Safety to victims of crime in Newfoundland and Labrador. Provides assistance regarding intimate partner violence, sexual assault, criminal harassment, personal violence, threats and more.	(709)-729-0900

Resource / Communities Served	Contact Information
<p>Sexual Violence Prevention Outreach Counsellor <i>Communities in Nunatsiavut and Happy Valley-Goose Bay</i> Counsellor in the Nunavik Government.</p>	<p>Dept. of Health & Social Development (709)-922-2942</p>
<p>Family Connections Program <i>Communities in Nunatsiavut</i> A program aimed at fostering positive parent-child relationships, enhancing parenting knowledge and skills, connecting families to necessary services, promoting family wellness, and building strong communities.</p>	<p>(709)-922-2126 (Nain) (709)-933-3450 (Hopedale)</p>
<p>Labrador-Grenfell Health Authority <i>Communities north of Bartlett’s Harbour and all of Labrador</i> Provides integrated health and community services between three hospitals, three community health centres, 14 community clinics and two long-term care facilities. Includes mental health and addictions services, therapeutic intervention and family rehabilitation.</p>	<p>(855)-897-2267</p>
<p>The Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre <i>St. John’s, NL</i> Offers support and services to adults impacted by sexual violence. This centre works towards prevention and eradication of sexual violence through education and awareness campaigns, while offering crisis services, including a crisis line, peer support and referrals, accompaniment to legal or medical procedures, self-help groups and education.</p>	<p>(709)-747-7757</p>

Resource / Communities Served	Contact Information
<p>The Journey Project</p> <p><i>St. John's, NL</i></p> <p>Strengthening justice supports for survivors, The Journey Project is a collaborative program between the Public Legal Information Association of NL and the NL Sexual Assault Crisis and Prevention Centre. The project offers free legal advice and system navigation for sexual assault survivors. It is available to all, above age 16, currently living in NL or those who have experienced sexual violence in NL.</p>	<p>(833)-722-2805</p>

