

# KÔYOHTAMIHK ATOSKEWIN MASINAHIKAN

## NÂPEW MÎNA ISKWEW EHAKIMIHCİK ANITA SETT:

NIHTÂWEYIHTAMOWIN PAMINIKEWINA OHCI  
MESKOCIWEPINIKEWIN

OPASKOWI-PÎSIM  
2023

  
ccwestt



Women and Gender  
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Canada 

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## **mamihcitotamowin**

Canadian Coalition of Women in Engineering, Science, Trades and Technology (CCWESTT) naskweyashtam anima ayiwâk kiskeyihtamowin, askihkowiyniw, otatoskewin, ekwa mamâtaw âpacihcikana (ahpô SETT) māmawinitowin ehayâk kâpakiteyihdamihk ekwa ekâ kâpakiteyihdamihk kayâs ohci askiya ohci iyiniwak, Inuit, ekwa tipeyimisowak sisone kihcikamihk isi sisone kihcikamihk isi sisone kihcikamihk kanistaweyicikâtehk isi “kanâta.” CCWESTT kihceyihdamwak ekwa pasikôstamwak astakimsowin ekwa asotamâtowina ohci kahkiyaw iyiniwak ekwa kâ-isi-wahkohtahkik ôhi askiya ekwa ka-âkami-kisteyihdamwak asotamowina isi paminisowin ekwa kihcitipecikewin ohci iyiniw peyakosihwâwin ekwa ayisiyiniwak. CCWESTT naskweyashtamwak pehci-nâway ekwa anohc-kîsikâw kwâtakihwewin, ekwa mîna mâytôtamowin ekwa nipâtâkewin, ohci nistam iyiniwak, otaskîwâwa, ekwa otisihwâwiniwâwa. kahkiyaw piko kamekihk ohci nanâtawihwewin ekwa kamiyopimâtisihk kamâmawi-mâtinamakehk kesi māmawinitohk. CCWESTT tâpohkeyihtam SETT ewiyotisit emâmawi-wîcihitocik ekwa emâtinamâtocik kiskeyihtamowin ekwa ehasotamâket kawîcihitâsot kapihkotât ekwa kamiyowîtatokemitocik.

CCWESTT sihkimew otatoskewak, mosci wîcîtâsowak, ekwa isihcikewin kâwîciwecik kakiskeyihtahkik ohci askiya ita kâ-ayâcik tasi ekwa kawîcihtâsocik kinwes kamâmawi-miyowîtatokemitocik. kahkiyaw ekosi kanisitohtamahk tân’si ôma askiy mekwâc ekwa e-ahkami pimâcihikoyahk, nanâtawihikoyahk, nâkateyimikoyahk, ekwa kanaweyimikoyahk, ekwa kiyânaw ôma askiy opaminikewak anohc ekwa ôte nîkân. ayiwâk kakiskeyihtaman ohci askiy kâ-isiyihkâtaman kîkihk, nitawâpena <https://native-land.ca/>

## **masinahikewin itwewin**

CCWESTT nistaweyihtam kâ-âpatahk âkayâsîmowin - wâwîs metoni isi kiskinohamâkewi pîkiskwewin - nakinamâkewin ekwa atoskemakan anita poko mōniyâw iteyihtamowin ohci kiskinohamâkosiwin nitwâcihtwâwin ekwa masinahikewin. kiskinohamâtowin masinahikewin, pîkiskwewin, kesi masinahike, ekwa kâ-itihtâkwahk itâpatanwa kesi miyo-ihtâkwak âkayâsîmowin ekwa wemistikowisîmowin ekwa ekâ ka-ispiehteyihtakwahki mihcet iyiniw pîkiskwewina mekwâc ekwa misiwihte kâ-itakoki kanâta. CCWESTT naskweyashtam kânakinamihk ita kâpimpayihthak kâmasinahamihk ôma âcimowasinahikan nîkân isi âkayâsîmowin ekwa wemistikosîmowin ka-nitaweyicikâtehk ohci kanitotamâk sōniyâw ohci iskwew ekwa nâpew ahpô iskwew papeyakwan kanâta. ka-tôtamihk kesi asotamihk ekwa paskipayiwi māmitoneyicikan, CCWESTT kanehâyawasinahamihk mestakimihci 2023, ekiskeyihtamihk mihcet ehâtakoki iyiniw pîkiskwewina.

# kâmâmiskohtamihk kîkwaya

## ohci CCWESTT

CCWESTT anima misiwihte nîsohkamâkewin mâmawopayiwin mâmawitowina ekwa peh-peyak kânîpawîstahkik iskwew mîna nâpew peyakwan paminikewin, pâpîtos isi, ekwa kahkiyaw anita kanâta SETT askiy tipeyicikewin. ekîmâcipitamihk 1992, nimâmawisihtoskawânânak ayiwâk 500,000 ayisiyiniwak kâwîtâpisômâyahkik mâmawi-wîcihitowinihk ekwa wîcihtowina, epaminamahk ita kakanaweyicikâtehki kîkwaya, ekwa natotwestamâkew esohkahk, kahkiyaw ohci pîkiskwewi. kayâs pehcînâway ohci mâmawinitowin, emâtinamâtohk ispihteyihtâkosiwina, wîtataskemitowina, ekwa mistahi kahiteyhtakwahk keciwâk askiy ekwa misiwihte isihcikewina mâmawi wîcihiwewin esohkastehk ita CCWESTT esohkipîkiskwestamawât iskwewa ekwa nâpew mîna iskwew ayisiyiniwak anita SETT kameskotastahk, kah osihtahk, ekwa kanîkânistehki wiyasiwewinisa ekwa kapimitasahamihk pâpîtos ohci atoskewina.

## kîkwây ohci ôma âcimowin

ôma ohci osihcikewin "Gender Inclusion in SETT: Effective Strategies for Systemic Change," etipahahkik iskwew ekwa nâpew ahpô iskwew papeyakwan kanâta, CCWESTT ewîcihâcik iskwew ekwa nâpew mîna iskwewak ayisiyiniwak kamînocik ohci mekwâc ôma pakamiskâkohk COVID-19 eyahkastâcik manâcihcikewin ohci pîtos itôtamowin anita atoskewinihk. metoni kehcinâ, osihcikewin ayahistahk kapîkiskwâtamihk mâyiwhcetowin anita atoskewin wiyasiwewinisa, kesi waskawîtotamihk, ekwa isiwepisiwina kanakinikocik iskwewak ekwa nâpew mîna iskwew ayisiyiniwak kawîcihiwecik anita SETT. nistawinâkwan ohci ôma atoskewin pîtos oyakihcikewin masinahikanis ita enistawâpahtamihk emiyopayiki tôtamohikewin mekwâc ehâpatahki pîtos kespayik kwayask isi anita SETT atoskewinihk ohci nâpew mîna iskwew ka-akimihcik kamâmitoneyihtamihk kesi nitaweyicikâtehk ka-kwayask astâhk. ôma âcimowasinahikan kanohkwan ita ekâ emiyopayik anita kahkiyaw awiyak wiyasiwewina ekwa ka-oyeyihcikehk ohci nâpew mîna iskwew kakiki-akimihcik anita nânâpô namoya ka-ohci sôniyâhkek ekwa omasinahikehâwew mâmawinitowina.



# otitapowin iskwew anita kiskeyihtamowin, askihkowiyniw, otatoskewin, ekwa mamâtaw âpacihcikana misiwihthe kanâta

*"nikahkî-otinen masinahikan anita akocikanihk ohci 1992 ekwa keyâpic kwayaskweyihcikewin."*  
 – kâpisiskeyimiht mâmawi owîcihiwew

anita CCWESTT 30 askiy pehci nâway, nikiwâpahtenân namoya mistahi pîtos ohci kahkiyaw kâwîciwecik iskwewak ekwa nâpew mîna iskwew ayisiyiniwak anita SETT. ispî ohci 1990 - 2020 kâwîcihiwecik iskwewak anita kiscikîkway ekwa kâtôtamihk kiskeyihtamowina otatoskewina kîyâkohtemakan 19.0% isko 24.0% (tepiyâ 5% eyâkohtemakahk 30 askiya). anita otatoskewina, misi âwatâswâkan ekwa apacihcikan kâ-paminahk, yâkohtemakan 4.7% isko 7.0% (tepiyâ eyâkohtemakahk 2.3%).<sup>1</sup> SETT atoskewina ahkami paminamwak nâpewak, ita ekâ peyakwan kesi kanawâpamiht peyakwan nâpewak mîna iskwewak ekwa ka-ayiwak ispihteyihtakosiwin ita ayiwâk enawasôniht nâpew anita isihtwâwina ekâ kâ-nitaweyimihcik ekwa ekâ kâsîhtoskawihcik iskwewak.<sup>2</sup>

## kiskeyihtamowin ekwa kiskeyihtamowin mamâtaw apacihcikan



58.2% iskwewak kihcikiskinohamâkewin kâ-pihtokwehk - 2019<sup>3</sup>

## askihkowiyniw



20.6% iskwewak - ehâtwecik wiyawâw oski mâcihtâcik. askihkowiyniwinak - 2020<sup>5</sup>

## akihcikewin ekwa masinatakan cikastepayicikanis kiskeyihtamowin



28.3% iskwewak kihcikiskinohamâkewin kâ-pihtokwehk - 2019<sup>4</sup>

## enakacihtâcik otatoskewina



4.5% iskwewak kâkiskinohamawihcik itahto - 2018<sup>6</sup>



## kakânata anita askiy kanawâpamiwewin

ispî onôcihitowi-pîsim, 2015, kahkiyaw owîcihiwew akâmi tipahaskâna ohci United Nation kî-pimitisahamwak 2030 kawînâkateyihtahkik ohci enâkateyihtamihk osihcikewin, ekota âpihtawayihk ehayâki 17 enâkateyihtamihk osihcikewin kapihkohtamihk. niyânan kapîkohtamihk (#5) anima nâpew mîna iskwew peyakwan paminiwewin. ôhi pihkotamowina semâk kâtoskâtamihk kawaskawîtotamaihk ketôtatahk kahkiyaw askiya, asci kânata.

mweci peyak askiy ayiwâk, ispî ihkopiwi-pîsimohk 2016, ekîwihtamihk kanâta "namoya kwayask anita misiwihthe ohci kâ-itapicik ohci nâpew mîna iskwew peyakwan paminikewin."<sup>7</sup> anita misiwihthe nâpew ekwa iskwew pîtos oyakihcikewin masinahikanis ohci 2016, kanâta ekî-itapit 35th (capasis niyânan itapowin nâway askiy). asci mîna, United Nations nâpew mîna iskwew namoya kwayask paminikewin nohkwan kanâta 25th itapowin ekota, capasis ohci kâkî-nîkanapit 1995.

ispî 2021 tahtowaskiy misiwihthe nâpew ekwa iskwew pîtos oyakihcikewin kâstehk, kanâta otitapowin 19th, capasis nisto itapowin ohci nâway askiy.<sup>8</sup>

kanâta kîncîpayiw isko 25 itapowin ispî 2022.<sup>9</sup>

anita kâmiskamihk misiwihthe nâpew ekwa iskwew pîtos oyakihcikewin masinahikanis ohci 2022, kîmiskâtew ispî kâpônipayik COVID-19 ahkosowin, nâpew mîna iskwew isâyâwin namoya kîkway mînowin ekwa itakihcikânwin kanôcihtâmakana 59 askiya ohci North America kamînstât ohci nâpew mîna iskwew kwayask. "askiy astamipayiwin tahki ayiwâk kâ-ispayik, iskwew atoskewin kesimiyopayik ayiwâk kakwatakeyimowin ekwa kakostamihk ohci misiwihthe nâpew mîna iskwew peyakwan paminikewin tahki ayiwâk sohki."<sup>10</sup>

wiyawâw kanâta tôtamowin, ohci 12th askiya, anima misiwihthe nâpew ekwa iskwew pîtos oyakihcikewin masinahikanis itwewak Ireland otapowin No. 1 anita kâmasinahikatehki 146 askiya ehatimîn wastâcik ewako ohci nâpew mîna iskwew peyakwan paminikewin.<sup>11</sup> Iceland ekînikâniht ewaskawîstahk ekwa epimitisahahk oski wiyasiwewin paminikewin, oski kapimitisahamihk paminikewin, ekwa sohki tôtamohikewin itasiwewin.

ispî 2022, ekîwîcikâtehk âcimowin aniki iskwewak anita Republic of Lithuania itasiwak ayiwâk iyikohk 55% kahkiyaw kiskeyihtamowiyiniwak ekwa askihkowiyniwak ekwa 49% iskwewak anita kiskeyihtamowin, mamâtaw âpacihkana, ekwa âtisihcikewin,<sup>12</sup> wahyaw nakatewak pitotawewiyiniwak, ekwa kotaka askiya misiwihthe askiy asci United States, kanâta, ekwa Australia. Lithuania kâkaskihtamâsow kamînstât

ispimihk 25 askiya ehayâcik kihci nâpew mîna iskwew peyakwan ([Global Gender Gap 2022](#))

1. Iceland
2. Finland
3. Norway
4. New Zealand
5. Sweden
6. Rwanda
7. Nicaragua
8. Namibia
9. Ireland
10. Germany
11. Lithuania
12. Costa Rica
13. Switzerland
14. Belgium
15. France
16. Moldova
17. Spain
18. Albania
19. Philippines
20. South Africa
21. Austria
22. United Kingdom
23. Serbia
24. Burundi
25. Canada

nâpew mîna iskwew paminikewin anita STEM atoskewin ekîkaskihtamâsocik esohkastâcik wiyasiwewin asotamakewina ekwa ka-nâkateyihtahkik kahkiyaw otatoskewak ekwa ka-apacihtâcik kwayask isi ekwa emiyo-itastehk tôtamohikewin waweyin.

kanâta kîhatimâw kanâkateyihtamihk nâpew mîna iskwew peyakwan paminikewin kînakatik kotaka askiya. kihtwâm kakwe nîkânît anita misiwihte askiya, kanâta piko ka-âpacihtât emâmawi miywâsiki tôtamowina anihi kotaka askiya kâmiyopayikocik wiyawâw ohci.

## **meskocipayiwin ohci tipahamâkew atoskewin kapîkiskwâtamihk kanîpawistamihk ekwa kâwîciwecik iskwewak anita SETT**

mitanaw askiya, nitawâcihtwâwin ekwa kiskinowâpahtamihk nâpew mîna iskwew peyakwan paminikewin ekwa kwayaskopicikewin ekîhitôtamihk kanâta. mistahi ehâteyihtakwak sôniyâw pakitinikewin ekîhitôtahkik tânisi ispayikocik iskwewak ekota kanâta (SWC) ohci, mekwâc isiyihkâtew iskwew ekwa nâpew ahpô iskwew papeyakwan kanâta (WAGE), ewîcihâcik nanâtohk isi ekâ kâsôniyâkecik isihcikewina ekwa kiskinohamâtowikamikwa ka-atoskâtahkik isihcikewina kawîcîtâsocik kayahkohtecik kiskeyihtamowin ohci nâpew mîna iskwew peyakwan paminikewin. CCWESTT kiskeyihtam ekwa ataminam sohki-atoskewin, sâkohtehewin, ekwa iyikohk kâ-atoskâtak. mekwâc kâ-isinâkwak ohci nâpew mîna iskwew peyakwan paminikewin nitawâcihtwâwin. CCWESTT natonikewin ka-âpacihtât kayahte nitawâcihtwâwin ekosi ôma, nistam, kakiskinowâpahtihwet paminikewin kakaskihtamâsohk kesimiyopayik; ekwa ekota ohci, kanâkatohkehk ewakoni namoya kâmiyo-itastamâcik enakinahk ita kanâta kayâhkohtet ohci nâpew mîna iskwew peyakwan paminikewin anita SETT. ekâ peyakwan paminikewin kikipayin wiyasiwewinisa, kesi itôtamihk, ekwa mâtâkamikisowina kâ-ispayik namoya kwayask ayisiyiniw kâ-isi-paminiht ahpô episkihtahiht.

kotak masinahikanekinihk astew emâmawi-astâhk namoya kayâs tipahamâkan isihcikewina episiskâpkeyihtahkik nâpew mîna iskwew peyakwan paminikewin anita SETT, kânahikohk anita isihcikewinihk, ekwa kayak kesihcikehk anita ohci kânitawacihcikehk. isihcikewina kâmasinahikahtehki capasis anihi namoya kayâs koteyihtamowina ohci omisi waskawîwin ekwa kanâhiht sôniyâw. ayiwâk kamasinahikahtehk anita SETT - ewîtapisômakahki nâpew mîna iskwew-peyakwan paminikewin isihcikewina pehci nâway ohci askiya, CCWESTT kimawacîtâw ôhi ekwa kâkîwâpahcikâtewa anita kâkanaweyihtamihk at [https://ccwestt.org/resource-hub/anita-tasi "SETT Group Documents."](https://ccwestt.org/resource-hub/anita-tasi-SETT-Group-Documents)

<b>ehisiyihkâtehk mâdawinitowin</b>	<b>tipahikewin ehohcipayik</b>	<b>kiskimowin</b>	<b>nakahikewin enistawinamihk</b>	<b>kâ-iteyihamihk kikwaya katôtamihk</b>
Women in Resource Development Corporation (WRDC) <a href="#"><u>yahkohtewin nîkân isi</u></a>	Status of Women Canada/Women and Gender Equality Canada	2011	namoya mistahi nîpawistamâkewin namoya peyakohtâwin kâmasinahikehiht atoskewinihk	pâpîtos isihtwâwin:oyastâ tâwahikana ekwa paminikewina, wîtatoskemitowin ohci ispimihk opimpayicikewak, kâsohkhatoskecik onakacitâwak. pâpîtos âpacihcikana , pâmayes wiyastehk oyeyicikewin nitawâpenamihk, peyakwan paminihk kawîhatoskahiht, manâcihiwewin atoskewin kâkiskinohamât, kiskinohamâkosiwin: pâpîtos tipahikestamâtowin, kâwîtâpisômât municipal, kâpiskihastahk ekwa okimânâhk mâdawinitowina
YMCA Hamilton <a href="#"><u>osihcikewin nahipayiwin</u></a>	Status of Women Canada/Women and Gender Equality Canada	2014 - 2015	namoya mistahi nîpawistamâkewin moscitâpeyihamowina ohci iskwew takahkiwina ekwa kaskihtâwina (ei, iskwewak osohkisiwin kakaskihot katosket otatoskewina.) namoya kwayask kanawâpamâwak kâwîkocîcik ohci atoskewin	nâpew mîna iskwew peyakwan ketasktehk kâwîhatoskahâcik  kiskinwâmâkew atoskewin kâ-sohtahkik iskwew peyakwan paminiwewin atoskewinihk. Peyakwan isi kawî-nitawikocîcik atoskewin. peyakwan isi kâwîkocîhk atoskewinihk kesikanawâpamiht.
Alberta Women's Science Network (AWSN) <a href="#"><u>kâwe nitawihatoskehk</u></a> <a href="#"><u>On-ramping masinahikan</u></a>	Status of Women Canada/Women and Gender Equality Canada	2015 - 2018	namoya mistahi nîpawistamâkewin ekwa iskwew ekiskinohtahiwecik emiskât awâsis ahpô kehteyimawewin ekispipayik ekwa\ahpô namoya kanâta atoskewin itôtamowin  namoya kwayask etipahamihk atoskewina  okanaweyicikewak	On-ramping paminikewin:ka-osihtâhk kihtwâm pihtokwewin Internship paminikewin ekwa EDI (equity, diversity, inclusion) esîhtoskâkehk ohci masinahikanis
Ontario Society of Professional Engineers (OSPE) <a href="#"><u>atoskewin isihtwâwina</u></a>	Status of Women Canada/Women and Gender Equality Canada	2017 - 2018	namoya mistahi nîpawistamâkewin nâpew mîna iskwew peyakwan paminikewin ekwa	nawasônihk otakâkiw anita nîkânîwin waskawîsta katipahikestamât

			itahtopiponewin pakwâtitowin	ekwa kakiskinohtahiht tipa ^ pahta yahkohtewin ekwa miyawâta
Association of Professional Engineers and GeoScientists of Alberta (APEGA) <u>iskwewak anita atoskewinihk</u>	Status of Women Canada/Women and Gender Equality Canada	2018 - 2021	namoya mistahi nîpawistamâkewin tipahamâtowin namoya kwayask namoya tâwâw ohci kanahipayik ohci kayahkohtehk/sipwepicikewin	Pâ-peyak:otôtemi, namoya kamosi- kanawâpamat kânîkânîn. ayiwâk kiskeyihtamohiwew tânehki iskwew kânakainamihk ohci atoskewin, atoskâta kapônihtâ nakinikewina Mâmawinitowin: pimpayihâ peyakwan isi tipâmâtowin kahkiyaw ohci, miskweyihta tân'si kesi-sihtoskamihk iskwew atoskewina, âpacihtâ kwayaskonikewin kiskinohtahiwewin isihcikewina

namoya mistahi nîpawistamâkewin nistawinâkwan nistaweyihtâkwan enakânamihk kanîpawistamihk nâpew mîna iskwew peyakwan paminikewin. kahkiyaw kayahte tipahamâkew atoskewin isihcikewina masinahikatew ispimihk, namoya mistahi nîpawistamâkewin ayimôcikâtew. kâpisiskeyihtamihk kanîpawistamihk ispayiw mihcet kesi miyopayik ohci kayakohtecik itahto iskwewak anita SETT atoskewina. kesimiyopayik tâpiskoc kâtawapayiki nâpew mîna iskwew atoskewina, kamasinahikahtek atoskewina ka-asotahkik nâpew mîna iskwew peyakwan paminikewin, kiskinohtahiwewin, ekwa sesâw-kiskinohamâkosiwin, asci peyakwan isi kakwecihkemowina kahkiyaw kanohte-atoskecik iskwewak kakocîcik ekwa kanawasônahkik SETT atoskewina. âtawiya, CCWESTT kiskeyihtam anihi isihcikewina kâkî-ispayik - kahitakoki masinahikanisa, ketinâ katôtamihk, ekwa kayâkohtemakahk kiskinohamâkosiwin - ekwa kapîkiskwâtamihk kâpihtokwecik iskwewak anita SETT atoskewina, namoya kamiskôtamihk otispinewin ekwa miyopayowin (ka-ahkameyihhtamihk ekwa ka-yakohtecik) kinwes.

*"tân'sesi kesi miyo-astahk anita atoskewina, iyikohk wiya kasihtoskât peyak  
ayisiyiniw?"*

*- kâpisiskeyimiht mâmawi owîcihiwew*

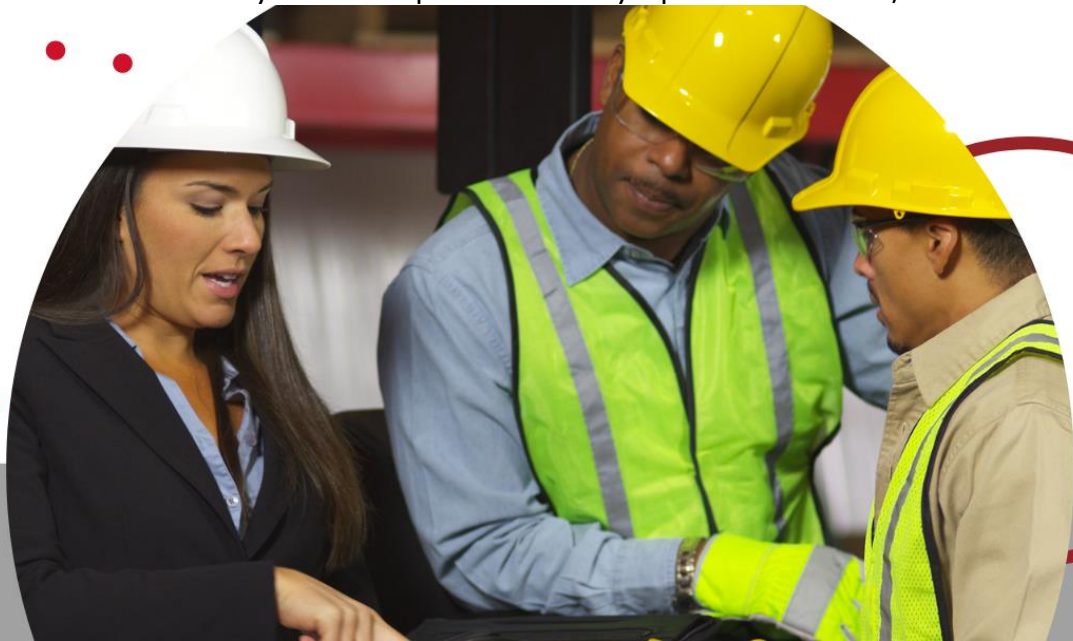
kâkiskeyihtakwak ôma kespayik pehcînâway tipahamâkew atoskewina, CCWESTT waskawîstam kamâmisohhtamihk namoya ketisk nîpawistamowin ekwa episkeyihtahkik kakanaweyicikâtehk, kasîtoskamihk, ekwa ka-sohkapicik iskwewak ekwa nâpew mîna iskwewak nîkânihk anita SETT atoskewina. CCWESTT atamihowak namoya kayâs kâmawacihcikecik ohci WAGE anita ohci iskwew wihtamâkewin ekwa mînowin mawacihcikewin, ekonik sîhtoskamwak meskociwepinikewin. ewako ôma kânahipayik, ekwa kimiskamihk ohci pehci nâway miskamowina, pîtos oyakihcikewin masinahikanis, kâpacihtâwak wahkohtamowin, meskociwepinikewin isi.

## meskopicikewin kwayask māmiskocikewin ekwa ketôtamihk

*"piko kamāmawi totāmihk kameskociwepinikehk."*  
– CCWESTT wiyasiwewin māmawinitowin opimpayicikew

CCWESTT itwewak meskociwepinikewin anima ehahtasinahamihk kîkwaya ahpô pâpîtos isi kîkwaya ekota kâkawe meskociwepinikewin kawaskawîtotamihk ekwa kapônihtâhk kâ-misteyihtamihk māmawinitowin, itâtisiwin, ekwa kesihtwâk isi kanakinamihk nâpew mîna iskwew kâ-isi-paminihcik. ekota ohci meskociwepinikewin kâpimitisahamihk nawasônam, CCWESTT natonikew kameskocipitahk ekwa kâpacihtât atoskewina kapihkohtât nâpew mîna iskwew peyakwan paminikewin, iyikohk wiya pîtos kakwe meskotâsit iskwew, namoya ketwet kîspin nâpew ahpô iskwew, namoya nâpew ahpô iskwew iteyimowin, kâ-nohtepîtos i teyimocik ayisiyiniwak. CCWESTT kâwî-itôtahkik ohci meskocwepinikewin nistaweyihtamwak anihi kâkweskâtisiwina ekwa meskocascikewina piko kespayik kahkiyaw tasi asci, mâka namoya piko ohci: wiyasiwewina, pimatisiwasinahikan, itôtamowina, mweci ketôtamihk, ketôtamihk isihwâwinihk, atoskewinihk ekwa kâkanaweyihtamihk nakinikewin, ekwa kwayask katôtamihk awiyak kâwînasôniht atoskewinihk.

CCWESTT nawasônam ka-âpacihtât meskocwepinikewin atoskewinihk kapimitisahamihk kâ-isi-masinahikâtehk anita "Scaling Out, Scaling Up, Scaling Deep: Strategies of Non-profits in Advancing Systemic Social Innovation," emasinahahkik Michele-Lee Moore, Darcy Riddell, ekwa Dana Vocisano. ekîmasinahamihk June 2015 anita Journal of Corporate Citizenship, ôma kâkînitawâpenamihk ekîmawacîtahk kihcimasinahikan ayiwâk 12 onîkanîwak ohci māmawi tipeyihkâkosiwin ahkameyihkamowin kakiskeyihtamik tân'si ehâsikaskihtâcik ka-âpacihtâcik meskocwepinikewin paminikewina ita nanâtohk isi ekâ kâmiyweyihkamihk. kâ-ispayik ohci ôma nâtonikewin kî-astahk masinahikanihk nisto kehcinâ ayahowewina: ayiwâk katakwastâ apacihcikana, ayiwâk ka-yahkisihtâ apacihcikana, ekwa kameskocipitamihk kâ-isi-atoskehk (kinwâpahta kinwâpahcikan 1). nisto ekoni ôhi ayiwâk episkihtâstâhk ohci paminikewina. paminikewina kesi-yahkohtemakahki piko ka-âpacihta kawîtatoskemitohk kesi nihtâweyihkamihk (e.g., kameskocipitamihk kesi-atoskehk namoya miyopayinwa kîspin ka-yahkisihtâ apacihcikana ekwa ayiwâk ka-apacihtâ namoya pimitisahikâtew, ekwa ekosi isi).





kinwâpahcikan 1: miyopayihitowin, yakisihtâwin ekwa epakamiskamihk kesihtwâk ohci miyowîcewinihk.

## **miyopayitowin ohci ayisiyiniw**

mâmiskocikewin: miyopayihitowin ispayin emiyopayikocik ayiwâk ayisiyiniwak kîkway ka âhkameyihtahkik. omisi kâtôtamihk emâmitoneyimik kesiwîcihîcik wayawîtimik isi ekwa wahyaw isi atoskewin, itâtisowin, ayiwâk. nistam kehcinâ tôtamohikewin emasinahikahtehk natonikewin "ohcitaw naspasinahikan." ekota kikipayin emâtinamâkehk âhkameyihtamowina misiwihthe kesi mihcetihk. ka-âhkameyihtamihk miyopimâtisiwin ekwa namoya tasôniyâkatamihk metoni ispihteyihtakwanwa kâ-atoskâtamihk ohcitaw naspasinahikan. mweci nîswâw, miyopayihitowin ekota âpatan kesi mâtinamâkeyan iteyihtamowina kapimitsahamihk ahkameyihtamowina. ewako mihcet kîkway kâkî-itôten tâpiskoc kâpacihtâyan mamâtawi âpacihcikana ekwa ita kakiskinohamâkeyan.

tân'si ketôtamihk: CCWESTT, tâpiskoc mihcet kotaka namoya kasôniyâkecik, 30 askiya pehci nâway ehâpacihtâcik miyopayitowin âhkameyihtamowina emâmitoneyihtahkik wîtâpisômitowin, sihtoskâtowin, ekwa ehahkameyimocik iskwewak ekwa nâpew mîna iskwewak anita kâtôtahkik kîkwaya tapiskoc niswâskiy mâmawinitowina, ekwa kâmâtinamâkehk kiskeyihtamowin misiwihthe ayiwâk kawîtatioskemitok. ekosi, pahki CCWESTT miyopayitowin ayisiyiniwak tôtamohikewin kamasinahikâtehk ekwa kamâtinamâkehk ôma pîtos oyakihcikewin masinahikanis ayiwâk owîcihiwewak ekwa ayiwâk. ôma masinahikanis kamasinahikâtehw mekwâc meskocwepinikewin atoskewinihk asci mekwâc emiyopayiki itôtamohikewina kâpîkiskwâtamihk oyakihcikewin. kâmâtinamâkehk ôma masinahikan, CCWESTT pakoseyimow owîcihiwewak, asci wayawîtimihk ohci otâstwâkew, ka-pimitisahahk, naspasinahahk, ekwa kâmâtinamâket okiskeyihtamowin.



## **epakamiskamihk wiyasiwewina**

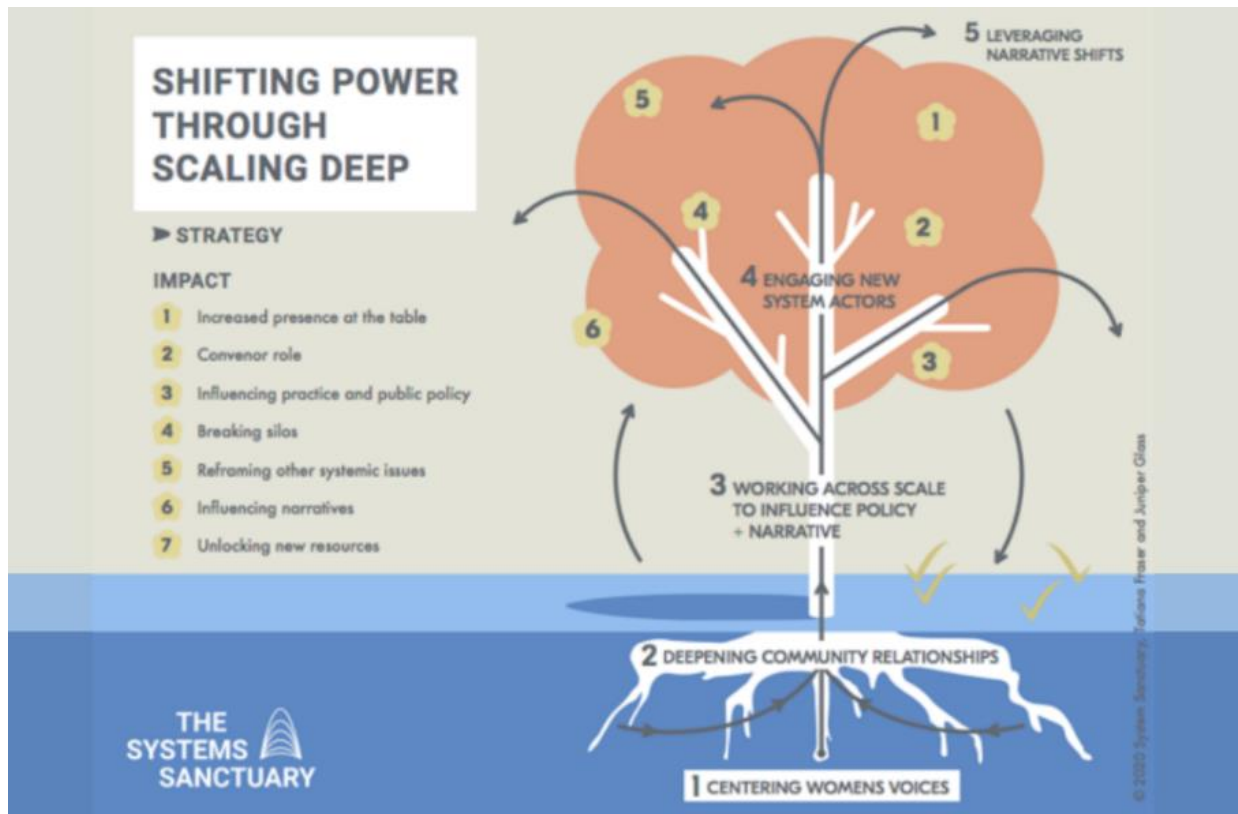
mâmiskocikewin: epakamiskamihk wiyasiwewina pisiskeyihtamwak wiyasiwewina, peyakwan isi, pimâtisiw masinahikana, ekwa ahkameyihtamowina kesimiyopayik ek a kâmiyopayiki kîkwaya. epakamisamihk wiyasiwewina anima kanistawinamihk kâ-ohcîmakahki ka-ayimak ohci ayisiyiniw namoya tepiyâ itowak ayâwina, mâmawinitowina, mâmawinitowin, ayiwâk, ekwa ka-ati-isi-wiyasiwâtamihk tân'si wiyasiwewina ekwa kahkiyaw awiyak pimâtisiwasinahikana kesimasinahikâtehki. ekosi, kawîyastahk kesimiyopayiki mâmawi tipeyihtâkosiwin ekwa wayawîtimâyihk askiy paminikewina ekwa itasiwewina, kameskotasinahamihk wiyasiwewina, kapimitisahamihk oskaya kahkiyaw awiyak ohci wiyasiwewina, kamiyopitamihk isihcikewina, oski-wîchitowina, ekwa kanîpawistamawihcik ohci peyakwan paminiwewin mâmawinitowina anihî kahkiyaw enitaweyihtamihk ketôtamihk anita kâpakamiskamihk wiyasiwewina.

tân'si ketôtamihk: CCWESTT kî-itôtamwak enitawâpenahkik ekota, nânapô pehcayihk ekwa awasita kanâta, ohci wiyasiwewina, kahkiyaw ohci pimâtisiwasinahikan, ekwa kihci-okimânâhk ahkameyihtamowina ekota kaki-ispayin kakaskihtâhk nâpew mîna iskwew peyakwan paminiwewin. tâpiskoc emâmawimiywâsik kesitôtamihk ohci epakamiskamihk wiyasiwewina anita masinahikâtewa masinahikanihk ôta ôma masinahikan. CCWESTT nitwâcîtwâwin sohkitâwak ehâtwecik pîtatowew mâmawopayiwîn ana misiwihte askiya enîkânît epinkohtâcik nâpew mîna iskwew peyakwan paminikewin anita SETT atoskewina. CCWESTT kî-osihtâw natonikewin ohci EDI-pisiskeyihtamowin SETT otatoskewak kwayask kanisitohtahkik mekwâc emiyopayiki paminikewina ekwa pîtos oyakihcikewina anita SETT atoskewina. ôma kiskeyihtamowin ka-âpatan kasîhtoskamihk epakamiskamihk wiyasiwewina miskwetamowin ekwa kâpîkiskwâtamihk kesi miyopayik anita atoskewinihk - ka-sipwepitamihk ekwayaskastahk pimâtisiwasinahikan ekota atoskewina.

## **epakamiskamihk tân'si kesihwâk**

mâmiskocikewin: epakamiskamihk tân'si kesihwâk piko ka-osihtâhk ita isihwâwin eyahkastahk ekwa môsihtâniwiw isihwâwinihk. epakamiskamihk tânsi kesihwâk ekota asci ekiskeyihtamihk anihî isihwâwina tâphkeyihtamowina ekwa pikwâwiyak isâyâwin ispihteyihtakwan ekwa tastawâyak kâstehk katâptawipayicikehk ahpô kapakitinamihk kîkway kâ-ayimâki. tâpiskôc, ohci meskocwepinikewin ka-ispayik, poko pîtos kespayik ohci ayisiyiniwak, wîatoskemitowin, mâmawinitowin, ekwa isihwâwina. nîkân, epakamiskamihk tân'si kesihwâk takâskihtâniwiw kamisiwenamihk kâmisâki isihwâwin iteyihtamowina tâpiskoc kameskotastahk âcimostâkewina kayahkastahk tâpohkeyihtamowina ekwa peyakwan itâtisiwin. mweci nîswâw, ka-atoskâtamihk kakweski kiskeyihtamowin piko kamiywâsik epakamiskamihk tân'si kesihwâk. ekota asci kiskinohtahiwewin, ohcitaw emâtinamâkehk kiskeyihtamowin ekwa tôtamohikewina, emâtinamâkehk tân'si koyohtamihk, ayiwâk.

CCWESTT kiskeyihtam epakamiskamihk kesihwâk peyak ehâspihteyihtakwak oyahowewin ehâpacihtâhk. nitâpacihtânân miyonohk kâ-itôtahkik ohci epakamiskamihk kesihwâk ekwa kamekicik ôhi kâ-isi-itôtahkik kotaka mâmawinitowina ekosi peyakwan paminikewin atoskewin misiwe kanâta. ayiwâk iyikohk Moore, Darcy, ekwa Vocisano kâ-isi-itôtahkik, miyonohk âpacihtâw "mîtos ohci pakamiskâkewin" kakiskinowâpahtihwet tânsi ehâtôtahkik ohci epakamiskamihk kesihwâk:



kinwâpahcikan 2: miyonohk mîtos ohci pakamiskâkewin

**kayâhkastahk sohkišiwîn sâpo epakamiskamihk tân’si kesihwâk**

- > paminikewin pakamiskâtowin
- 1: ayiwâk kawîciwewhk kâpîkiskwâtamihk
- 2: mamawipayowin kâyak tôtamowin
- 3: Ikiskinowâpahtihewew tôtamowin ekwa kahkiyaw ohci pimâtisiwasinahikan
- 4: epîkonamihk silos + âcimostâkewin
- 5: kameskotastâhk tesi-wehcasik kakiskeyihtamihk
- 6: kakiskinowâpahtamihk âcimostâkewina
- 7: ka-âpacihtâhk oski isihcikewina

- 5: kiskinowâpatamihk âcimostâkewina kâmeskocipayiki
- 4: kâtoskâtamihk oski-mesoc kâ-itôtahkik
- 3: kahkiyaw kâtoskâtamihk kakisipayihcikehk pimâtisiwasinahikana
- 2: ayiwâk kawîtatsokemitohk
- 1: aknâkateyihhtamihk iskwew kesin-itaweyihtahk

1. *katastawastahk 'nistam pihtâkosiwin.'* ôma kâtôtamihk nitôskam ka-ispahâkemohk ekwa ka-tastawastehki iskwewak opihtâkosiwina, ka-hispayikot, ekwa oteyihitamowin kâwe kôtinahk sohkapîwin. ôma kâtôtamihk sôhkapiwak iskwewak, iyikohk wiya kapaskepayihok ahpô kakanaweyimihcik ekâ nântaw ketwecik. CCWESTT kâtôtahk ohci epakamiskamihk tân'si kesihtwâk kakwe natonikew katastawastahk opihtâkosiwiniwâw iskwewak ekwa nâpew mîna iskwew ayisiyiniwak ohci pâpîtos ohci, pîkiskwâtîtowin, kiskinohamâkosiwin, natonikewin, ekwa kâmwisakonamihk miskamowina.
2. *kasôhkastahk mâmawinitowin wîtatioskemitowin kesimiyo-meskotinamihk sôhkâtisiwin kameskot isi.* ekota asci ewîtatioskemihcik wâsakâm ekota mâmawinitowina enitohtahkik ekwa esîhtoskawihcik enîkanîstahkik iskwewak mâmawinitowina ekwa âhkameyihitamowina, asci emâcipitahkik ekwa ehahkami-wîtatioskemitocik pâpîtos mâmawinitowina.
3. *mihcet kîkwaya ohci nakinikewin kahkiyaw ekanawâpahtamihk.* ekota asci ehosiht ĥk ekwa esîhtoskamihk âhkameyihitamowina kakiskinowâpahtihewek itôtamowina, pimâtisiwasinahikana, ekwa âcimostâkewina. asci mihcet paminikewina kamiyopayiki nânapô ekota ohci ekwa kapapâmi wîtatioskemihcik kotakak, asci kanîpawistamâcik anita kiskinohamakosiwin, nistaseyimowin, pimâtisiwasinahikan kameskotinamihk ekwa nîpawistamâkewina.
4. *kawîtatioskemacik kotakak ekosi ehâttoskecik.* asci ekota kitatoskâten âhkameyihitamowina kakiskinwâpahtihacik otehâwâw ekwa omâmitoneyicikewin pâpîtos ayisiyiniwak asci kâwiyastâyin paminikewina ohci nîkânihk pimâtisiwasinahikan kiskinwâpahtihewin.
5. *ewîtatioskemitohk ekwa emeskocwepinikehk isihtwâwinihk ekwa âcimostâkewina.* ekota asci emeskotastahk nistam isihtwâwin itôtamowina, tapohkeyihitamowina, ekwa namoya metoni kwayask isi nanâtohk isi ehâttôtamihk tâpiskoc kamaskawisihtahk emiyo-âpatahki wihtamowina.

tân'si ketôtamihk: CCWESTT kîpimipayitâw pimâtisiwasinahikan mâmawinitowin, natonikewin aniki asci SETT otatoskewak, ekwa peyak mâmawinitowin enitonahkik natonikewin ohci epakamiskamihk ekwa tân'si takî-itôtamihk. CCWESTT mâmawinitowin ekwa pimâtisiwasinahikan mâmawinitowin owîcihiwewak kîpisiskeyimewak iskwewak, namoya ketwet kîspin iskwew ahpô nâpew, ekwa nânapô iskwew ahpô nâpew ekota ohci SETT ekîsi-atoskecik, atoskewina, ekwa ehâsiskiskeyihtahkik. kape kanitwâcihtâhk, owîcihiwewak pikwîsi isîtwâcik kînâkateyimâwak ekwa kwayask kî-isi-kanawâpamâwak.

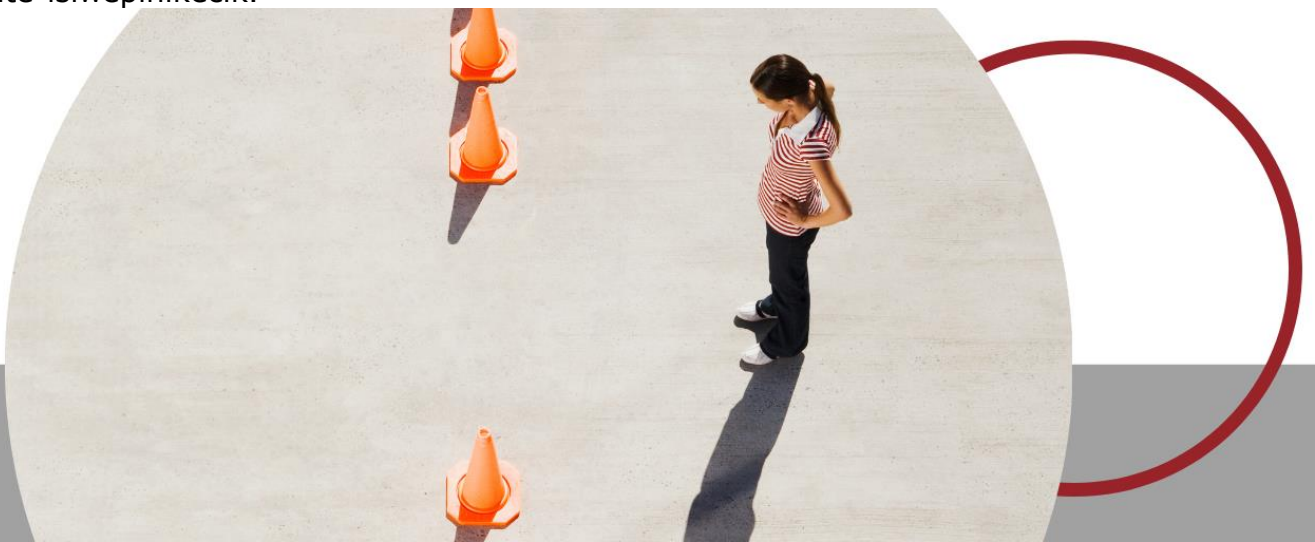
## **CCWESTT kôyakihtamihk atoskewin**

pahki kesi-itôtamihk kanistawinamihk nâkahitowina, CCWESTT kîpimipayitâw ita kapisiskeyimât mâmawinitowin ekwa pimâtisiwasinahikan mâmawinitowin emâmiskohtahkik ekota ohci ehâteyihthahkik ekwa e-isi-kiskeyihthahkik ohci owîcihiwewa anita SETT mâmawinitowin. capasis astewa kamiskamihk oohci kâpiskeyimihcik mâmawinitowin pimâtisiwasinahikan mâmawinitowin, nânapô ewihtamâkoyahkik pîtos oyakihcikewin masinahikanis ekwa tân'si ewî-isihcikehk. kwayaskascikewin ohci meskopikewin mâmiskocikewin ekwa kesi-itôtamihk, kâmisamihk ohci CCWESTT kâpiskeyimiht mâmawinitowin ekwa pimâtisiwasinahikan mâmawinitowin emâmawipayicik anita miyopayitowin, pakamiskamihk wiyasiwewina, ekwa ekwa kesihwâk.

### **miyopayitowin ohci ayisiyiniwak**

#### **CCWESTT 30 askiya pehci nâway ohci miyopayitowin ohci ayisiyiniwak**

ayiwâk 30 askiya, CCWESTT ekî-âhkameyihthak mâmawi SETT natotwestamâkew. mihcet kociwina kâkîhoyahowestâniwiw anita miyopayitowin ohci ayisiyiniwak âhkameyihthamowina. CCWESTT ekî-itâpacihtâhk kîkwaya ekanaweyihthamihk tasi ohci oski mmâmawinitowin âhkameyihthamowina kapakamiskâkot kihci SETT ayâwin. ekota mîna masinahikewin EDI atoskewin asowacikan ohci masinahikana, ekîmâcipitahk owîcihiwew anita mâmawi tipeyihthakosiwin WinSett Centre, ekwa enîkânîstahk misiwihte mâmiskotamowin ehâpahtahki pimâtisiwasinahikan mâmawinitowina ekwa nîswâskiy kâhitakohki mâmawipiwiwina.<sup>13</sup> mihcet ôhi kâ-atoskâtamihk ekîpiskeyihthahki tân'si iskwew kaki 'wîcihiwet' anita mekwâc SETT isihtwâwina (episkeyihthamihk tân'si pîtos kakî-isi-itôtahk iskwew - anita nîkânîwin kiskinohamâkosiwin, kawîciket kiskeyihthamowina, ayiwâk). owîcihiwewak anita nitwâcihtwâwin itwewak piko pîtos ketôtamihk. emeskocipayik anita miyopayitowin ayisiyiniw ohci enitaweyihthamihk namoya pîtos ka-itôtahk iskwewmâka kotak kîkway kameskocipaminamihk kahkiyaw awiyak ohci. CCWESTT nitwâcihtwâwin wâpahcikâtew ka-kiskinohamâkosit ekwa ka-sôhkastât ekoni ôhi nîso nîsohkamâtowina ekwa kamiyowihcehtowin anita SETT piko katôtamihk kîspin pîtos enohte-isiwepinikecik.



## **miyowihcehtowin & miyokiskinohamâkewin SETT**

miyowihcehtowin ekwa kawîtâpisômitok nitaweyihtahkwan ayiwâk ka-wîcîwecik iskwewak ekwa nâpew mîna iskwewak anita SETT atoskewina. mihcet owîcihiwewak anita CCWESTT pimâtisiwasinahikan mâmawinitowin ekwa kâpisiskemiht mâmawinitowinihk itwewak namoya mihcet nâpewak ewîcîwecik, ekwa namoya enohtenisitohtamihk kânitaweyihtahkik kîkway iskwewak ekwa nâpew ahpô iskwew pâpitos isi ayisiyiniwak anita atoskewinihk

*kâwi-pîkiskwâtamihk ohci pimâtisiwasinahikan mâmawinitowin - nâpewak kawîtatoskemihcik.*

kakisiskâpayik meskocipayiwin, ekîwihtamihk aniki CEOs anita kâ-nîkânîcik atoskewina tânehko tasi atoskewin kakî-itohtet anihi nâpew mîna iskwew peyakwan paminikewin mâmawipowina ekwa kiskinohamâkewina. ekota kakaskihowak CEOs ohci kâmisâki atoskewina kanahâpahta pisiskeyihtamowina, ekota ka-ohcipayin kamiyopayik atoskewin ohci nâpew mîna iskwew peyakwan paminikewin ita kâ-atoskecik.

owîcihiwewak mâmiskôtamwak miyopaminiwewin ekwa kapakitinihcik kapaminisocik anita SETT atoskewinihk. tâpwe, mihcet môsihtâwak wipâc kiskinohamâkosiwin wîkinânihk ekwa kapîkonamihk nâpew ekwa iskwew otôtamowin ewako kehcinâ kawîcihikohk kakaskihtâhk nâpew mîna iskwew peyak paminikewin anita SETT. asci mîna, kameskotastâhk kiskinohamâkosiwina mistahi ispihteyihtakwan. kehcinâ âhtohtewin kâwôtinikewin âcimostâkewin ohci SETT onakacîhtâwak, kâ-itôtahkik, tân'si ehâsinâkosicik, ayiwâk, asci 'ekâ nâpew ahpô iskwew peyakwan paminikewin kapimitisahamihk" wâwîs anita atoskewinihk.

*kâwi-pîkiskwâtamihk ohci pimâtisiwasinahikan mâmawinitowin - isihtwâwinihk kameskocipitamihk anita SETT asci kapaminisohk ohci kiskinohamâkosiwin ekwa atoskewinihk, kwayask kapaminihcik ayisiyiniwak, ekwa kapîkonikahtehkki nâpew ekwa iskwew otôtamowina ekwa peyakwan isâyawin.*

pahki kamiyopitamihk SETT, asci miyowihcehtowin, ewako asci kakwecîkemowin ohci onekihiikomâw ehayiwepit. mihcet owîcihiwewak iteyihtamwak ayiwâk kawîcihîcik kwayask isi ohci nâpewak, iskwewak, ekwa nâpew mîna iskwewak kâ-ayiwepik enâkatohkecik otâwâsimisiwâwa kahacowinamihk "okâwîmâw tipahikewin." ehâpatahk epakamiskamihk wiyasiwewina kihtwâm, owîciwewak iteyihtamwak takî-itakohki ayiwâk kihci-okimâninâhk pimâtisiwasinahikana ekwa katâwinamâcik kasîhtoskawihcik nâpew ka-otinahkik onekihiikomâw ayiwepiwin.

## epakamiskamihk wiyasiwewin

**nohtepayiwînâniwîw kwayask ehâtastehki sihkiskakewina ekwa nâkateyimowewin**

*"ohcitaw, paminikewina namoya miyopayinwa osâm namoya awiyak pakamiskâkiw nâkateyimowewin."*

*– kâpisiskeyimiht mâmawi owîcihiwew*

nâkateyimowewin ehâtwehk itôtamowin ahpô tepakeyimowin kanâkateyihtamihk ahpô kanâkateyihtamihk awiyak itôtamowin ahpô otitwewina. mihcet owîcihiwewak kîmoâihtâwak nâkateyimowewin namoya ispayin mihcet anita nâpew ahpô iskwew peyakwan paminikewin anite SETT atoskewina. kâmâmiskôtamihk nâkateyimowewin mâmitoneyihtamwak **nîso kehcinâ kîkwaya: kamâwacihtâcik kânohtekiskeyihtahkik ekwa kisipâyowina.**

nîkan, owîcihiwewak kîhitwewak kîspin namoya kwayask kamawacihtâhk tâpwewina, namoya takî-ispayion awiyak kapakamiskâkot nâkateyimowewin ohci ekâ kâkaskitât<sup>^</sup> owîcihiwewak kîmôsihtâwack anihi takîwîcihikohk kîkway kohkiskeyihtamihk nistawinâkwan tôtamowin kohkiskeyihtamihk (KPIs) metoni miywâsin kawâpahtamihk tâpwewina ekwa takî-âpatahkik kakwayaskweyihtamihk kisipâyowina. tâpiskoc, peyak owîcihiwew wâpahtam anihi KPIs kakî-âpahtahki ohci atoskewinihk, atâwew'kamikwa, mâmawinitowina, ayiwâk, kanâkateyimihcik. taki-itakohki kisipâyowina kîspin namoya KPI epimitisahamihk, asci mîna kawîheyihtamihk ehoyahiwehk tâh'si aniki kâwîcikâtihcik kes-ikaskihocik KPI pâmwayes kihtwâm mahti ehâsiwepinikecik. pahki ka-yahkastahk nâkateyimowewin atoskewinihk, mihcet owîcihiwewak nawâc ayiwak iteyihtamwak kâ-kî-itakok kanâkatohkehk ekwa kakanawâpahtamihk meskoc ispayiwina ehâspihteyihtakwahki.

*"atoskewina (ohcitaw) kahkiyaw awiyak ohci kakîhasotamawacik kakanawâpahtahkik pimâtisiwasinahikan ohci EDI. nâkateyimowewin, kawâpahtahiwehk: tipaha - ohci KPI's. âtota kâwe. âtotamowin kawe metoni miyo-âpatan.."*

*– kâpisiskeyimiht mâmawi owîcihiwew*

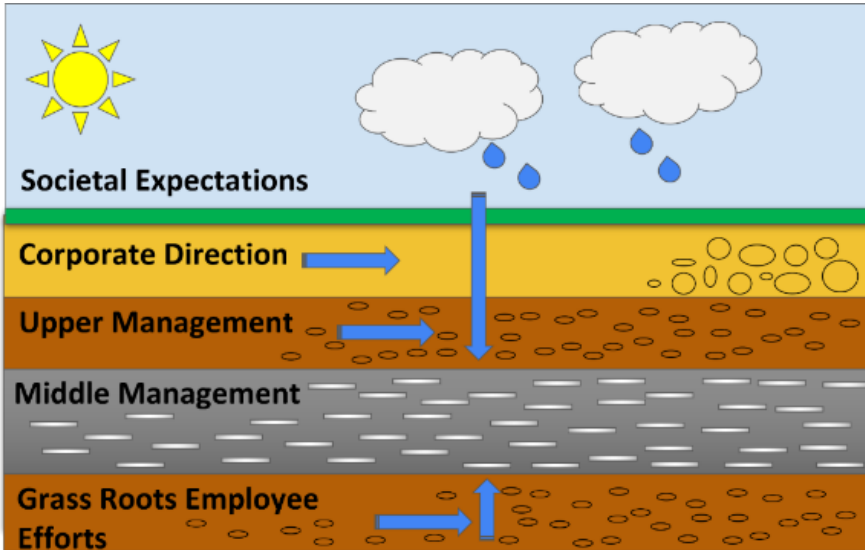
ohcitaw piko ekînitaweyihtamihk otatoskesak ka-asotahkik waskawîtotamihk kîkwaya (tôtamowin kohkiskeyihtamihk), iyikohk wiya "kamasinahahkik." ayiwâk mistahi nitaweyihtakwan kamawisakonamihk kapiskîhtastahk kânohtekiskeyihtahkik<sup>14</sup> ayiwâk ohci kawâpahtamihk itôtamowina, ka-itakok miyo ayâwin, ekwa tipâpatamihk yahkohtewin. kwayask ka-ayâhki kisipâyowina ekâ kaskihowin ihtateyicikâtehkâtewina ohcipo KPIs ohcitaw ohci kanôtinikestamihk ohci nâpew mîna iskwe paminikewin. asci, owîciwewak itwewak aniki kâmasinahikeyikocik nakinam nâkateyimowewin.

*kâwi-pîkiskwâtamihk ohci pimâtisiwasinahikan mâmawinitowin - kihci-okimânâhk poko ka-osihtâcik tân'si katôtahcik eka ekaskihocik peyakwan paminikewin, pîtosipayicikewin, ekwa mîna kâ-nohte-itôtahkik kîkwaya.*

ohcitaw enitaweyihtamihk kehcinâ nâkateyihitamowin anita nâpew mîna iskwew atoskewin ekwa nipahi nitaweyicikâteu. ayiwâk kânitaweyihtamihk ohci nâkateyihitamowiwewin ekota ohci mîna awaspî kamâmiskohtamihk pahki ka-ispiehteyihtahkik owîcihiwewak: kawîcewâkanpayehohk. ispî ka-asotamâcik EDI ekwa nâpew mîna iskwew, kamawisakonâmihk kânohte-kiskeyihtamihk, ka-âpatahk, ekwa kwayask ka-osâpahtamihk. nâkateyimiwiwewin ekwa ka-ispayik piko kapimitisahamihk. ekâ kîkway waskawîtotamowin ekwa nâkateyimowiwewin ekota ohcipayin kesimiywâsik wîcewâkanpayehowin ewako kamayipayikow SETT atoskewina. ayâw enâkateyihitamihk nâkateyimowewin pihci atoskewinihk ekwa wayawîtimayihk atoskewinihk. pihci, SETT omasinahikehâwew kakwecîkemowina kinistawâpahtam pâpeyakwan EDI kâmiywâsiki iôtamowina kakîmiyopayinwa, ekwa kehcinâ miywâsik teki isi nâpew mîna iskwew paminikewin ekwa otatoskewak omiywâyawin (e.g., pihci kâ-itascikecik pamiwewinasinahikan ohci kâ-âhkoscik ka-ayiwepicik, kesimiyopayik ohci atoskewin, miywâyâwin sîhtoskâwiwewin, ocâwâsimisiwin-onekihiikomâw ayiwepiwin, ekwa awâsis nâkateyimiwewin-nâkateyimiwew nîsohkamâtowin). tân'sipoko, mihcet owîcihiwewak mâmiskotamwak nakâhikewina ohci tâwayak opimipayicikew ahpô kayâs isi onîkânîwak ekâ kânâskohtahkik pimâtisiwasinahikana, namoya otatoskesak kî-âpacihtâwak ôhi kawîcihikocik.

CCWESTT ewako itam 'ekâ kâswepayik asiskîwa waskicayihk,' ita pîtos kâki-ispayin ayiwak kapaminikehk ohci - anita ohci miyowicihiwewinihk, mâmawinitowin pisiskeyimiwewin, ekwa ispimihk paminikewina - ekwa etepeyimocik ita kâ-ohcipayik ohci otatoskesak otatoskewiniwâw, keyâpic nâpew-iskwewak ohci pimâtisiwasinahikan 'kâhkînâkipayin' anita tâwayihk paminikewin. kâpîkiskwâtamihk ôma 'ekâ kâswepayik asiskîwa waskicayihk,' kî-âyiman ohci atoskewak kâkî-kitotihcik, ekwa kîwîhtamwak ayiwâk nâkateyimiwewin enitaweyihtamihk kwayask kasohki-meskocwepinikehk.





**ekâ kâswepayik  
asiskîwa  
waskicayihk**

kinwâpahcikan 3: ekâ kâswepayik asiskîwa waskicayik

mâmwinitowin ihtateyicikewina  
 mâmwinitowin pisiskeyimiwewin  
 ispimiĥk paminikewin  
 tastawayik paminikewin  
 ita kâ-ohcipayik otatoskew sôhki kocîwin

ekâ kâswepayik asiskîwa waskicayihk

ispî mâmwitowin ehasotamawâcik EDI wayawîtmâyihk kotahiwewin, ewako mîna itôtamowin ohci. ewehcasiki misiwihte isi wîhtamâtowina kamanâcihtâhk kîsikâw tâpiskohc misiwihte iskwew kîsikâw namoya tepiyihkok. katôtamiĥk kasîhtoskâtamiĥk ehasotamiĥk ekwa ewaskawîtotamiĥk. kamoscimeki sônîyâw kîkway ohci ahpô katipahikestamâcik ekota ita kâ-ohcipayik kahkî-itôcikâtew. kekâc kahkiyaw SETT natotwestamâkewi-mâmwinitowina emoji-paminisocik ekosi ewako ohci isihcikewin-paminkâtehk, ka-asotamiĥk sônîyâw ekâ kawehcipayik kakâtinamiĥk isihcikewina kâkî-ispayow apsis kîkway ahpô namakîkway. anita 2010 mâmiskôtamowi masinahikan, Volunteer Canada kîkiskeyihtamohiwewak kesimiyopayik kîspin ayiwâk ta-tôtamiĥk namoya tepiyâ ka-mekihk sônîyâw:

*"pikwâni mâmwinitowin emihceticik enakacihtâcik atoskewin kahkî-miyopayicikecik kamosci-wîcihtâsohk âhkameyitamowin atoskewinihk. mekowin omisi nihtâwosihcikewin sôhkikâpawiw kâ-ispihcipîsâki kamekihk ekwa ekâ kâsônîyâhkecik mâmwinitowina ekos kakaskihowak ka-kisihcikecik kanohte-itôtahkik." – Volunteers Canada et. al. 2010<sup>15</sup>*

kahkiyaw SETT otatoskewak kâkî-masinahahkik nâtonikewina kikeyihamohiwewak ewîcihiwecik anita otatoskew-mosci wîcihitâsow paminikewin. ayiwâk emiywâsik itôtamowin kîspin kameki nânapô sônîyâw ekwa ta-kâcipitâcik otatoskesa ahpô misiwihte ekosi kâ-isi-atoskecik kâwîcihikocik kiskeyihtamowin kasîhtoskâkocik ohci

kesimiyo-meskociwepinikehk (e.g., mosci-wîcihitâsow ohci nîkânîwin sîhtoskâwiwew, akihcikewiyiniw, opîkiskwestamâkew, ayiwâk.).

kotaka ayâwa kwayaskonikewak esihkiskâwecik ohci nâkateyimowewina, asci kihci-ok î mâninâhk-kânîkânâpîhiht kânakacihtât mâmawinitowina enâkateyihtahk ohci kahkiyaw awiyak miyonohk ayâwin ekwa miyowâyâwin ohci wiya-okwayaskascikewin kâ-isi-atoskecik<sup>6</sup>. ôhi kihci-okimânâhk kapaminikecik ekîmamisîhk kehcinâ mâmawinitowina ekwa kiskeyihtamowiyiniwak kapim'payitâcik otatoskewiniwâw kwayask isi ekwa miyonâkateyimiwehk, asci ka-wîcetamihk kwayask ehâtastehki asotamâkewina - tâpiskoc pimâtisiwasinahikana ekwa kesi-itôtamihk ekâ kespayik mekoskâcikewin ekwa kwâtakihiwewin atoskewinihk anita kâ-piskihtahastâhk ekwa wayawîtimayi askiy atoskewin isimahcihowin ekwa miyoanohk wiyasiwewina. kahkiyaw ohci kesimiyopayihikot, opaminikewak kamekicik masinahikan ohci SETT kiskeyihtamowiyiniwak-mâmawinitowina kâpacihtâcik mâka mekwâc kehcinâ miyopayinwa iskweyâc ana kapakamiskâkot ahpô kameskociwepinike atoskewinihk isihtwâwina ahpô kesi-itôtamihk. kâkisteyihtamihk nâpewiwin mihcet kâkihceyihtâkosicik SETT okiskeyihtamowak ôta kanâta keyâpic tâpitawi ispayin atoskewinihk kesihtwâk ekota ohcipayin nâpew mîna iskwew tôtamohikewin episkeyihtahkik<sup>16</sup> pâpîtos kîkway ohci atoskewina (e.g., Engineers Canada's '30 by 30' misiwihte âhkameyihtamowin ekota kâkî-kaskihow 30% osk-omasinahikewak iskwewak askihkowiiniwak ôta kanâta ispayiki 2030).<sup>17</sup> ôhi pâpîtos âhkameihtamowina namoya tâpwe mekiwak ahpô itasiwâtamwak peyakwan paminikewin kânitaweyicikâtehk ohci kesi-nakacihtâhk kaskihowin.

owîcihiwewak anita nânapôw pimâtisiwasinahikan mâmawinitowin ekwa kâpiskemiht mâmawinitowin nistawinamwak tân'si kihck-okimânâhk-paminikewin kanakacihtâcik atoskewak piko ayiwâk ka-tôtahkik namoya kawiyastahkik nâpew mîna iskwew owîcihiwew kaskihowina. ôki nakacihtâwi otatoskewak poko kanâkateyimâcik mâmawinitowin ekwa otatoskewak kanâkatohkecik.

*"kâyâwiht awiyak kanistawinahk (EDI), ekwa kapimitisahamihk, ekota ohcipayin kaskihowin."  
- kâpiskeyimiht mâmawi owîcihiwew*

kotak pahki kawâpahcikâtew paminikewin ohci kihci-okimânâhk ôta kanâta ekwa kawâpahtihiwew kapimitisahamihk ekwa sohkastâhk wiyasiwewin ekwa ketôtamihk kehcinâ miyopayin nânapô Iceland ekwa Lithuania.

### **namoya isi miyopayiki wiyasiwewin paminikewin ekwa kâ-âpacihtâhk paminikewin**

ka-ispayik kapihkohtâhk nâpew mîna iskwew peyakwan paminikewin, *kânâta mamisîhtâw kanâta tepeyimowin ohci miyopayowin ekwa peyakotipeyimisowin, anima kanâta ayisiyiniwiwin miyopayowin wiyasiwewinis, kâpiskihtahastâh-wayawîtimâyî askiy iynewiwin wiyasiwewina kânakinamihk pîweyimitowin ohci nâpew mîna iskewiwin, ekwa anima atoskewin peyakwan paminikewin wiyasiwewinis.*

*atoskewin peyakwan paminikewin wiyasiwewinis* namoya kîkway katepipayihk kita-miyopayik ohci nâpew mîna iskwew peyakwan paminikewin atoskewinihk. *Act* âpatan kamiyopitamihk ka-ispayik ayimihowina atoskewinihk ohci newo oyahiwewin mâmawinitowina ewakonik iskwewak, iyiniwak, kâkwâtakihtâcik, ekwa anika owîcihiwewak nawâc astamihk kâpamihicik. âta *Act* sihkihkemowin kamiyopicikehk atoskewinihk ekâ kîkway kanakânihkohk,<sup>18</sup> ewako poko ohci âtiht ôhi atoskewina ohci. ôhi kihci-okimâninâhk -paminikewin atoskewina, kihci atoskewina, ekwa kotaka kihci-okimâninâhk-paminikewina asci 100 ahpô ayiwâk atoskesak epaminihcik anita wiyasiwewin *atoskewin peyakwan paminikewin isihcikewin* ekwa kapiskihtahastahk-paminikewin otatoskesak epaminihcik anita okimânâhk wâskahikanihkewiyiniw isihcikewin (FCP).

keyâpic, kî-itakon pîwâcihiwin epakamiskâkohk anita *atoskewin peyakwan paminikewin wiyasiwewinis*. ispi 2012, mistahi ehâteyihkawahk kweskasowewin ki-astâniwiw anita *Act*. pâmayer 2012 kweskasowewin, FCP kî-apacihtâniwiw ohci otatoskesak kîspin emasinahikehâhcik ayiwâk \$200,000 ahpô ayiwâk. mwestas kâkweskasowewin, nâkateyimowewin iskopaywin ekîyahkastahk isko \$1 peyakwâw kisipakihtasowin. ekota ohci ispayin, mihcet otatoskesak takaskihot atoskew paminikewin anita FCP kî-âhciwipayin mistahi. kî-oyakihcikâniwiw anima pamayer ka-kweskihcikehk, kî-ayâwa 1,000 atoskewina (ekota ayiwâk peyakwâw kisipakihtasowin otatoskesak) ekînitaweyimihcik ka-atoskewi paminikewin waweyina anita FCP.<sup>19</sup> ki-âhciwipayin piko 350 otatoskesak 2019.

itakon kehcinâ enitaweyihtamowin ohci okimânâhk osci kanâta kasôhkastâcik *atoskewin peyakwan paminikewin wiyasiwewinis* ka-atoskeyit ayiwâk otatoskesak kakaskihtâcik kanâkateyihkawahk nâpew mîna iskwew peyakwan paminikewin kâ-atoskahâcik, kakanaweyimâcik, ekwa ka-yahkohtecik, ekwa kapônihtâcik pâpîtos tipahikewin ka-âpacihtâcik peyakwan tipahikewin otatoskewiniwâwa. *atoskewin peyakwan paminikewin wiyasiwewinis* t namoya kayâs ekîkanawâpahtahkik enawasônihcik kihc-okimânâhk kâtosokâtahkik, masinahikan waweyin kakîsîtamâcik Minister of Labour miyoskamiki 2023.

kakanawâpahtamihk pîtatowew mâmawopayiwiniw ekwa mihcecis anihî owîcihiwewa epihkohtâcik ayiwâk kaskihowin ekipahahkik nâpew mîna iskwew peyakwan paminikewin kôyakihtamihk, kanâta namoya ceskwa ayâw kanitaweyihcikâtehki wiyasiwewin paminikewin anita mâmawitipeyihkâkosiwin, kâpiskihtahastah, ahpô wayawîtimayi askiy tasi ka-osihtâhk kapihkohtâ nahiyikohk wiyasiwewin asotamâkewina ekwa nâkateyimowewin kakaskihtahk nâpew mîna iskwew peyakwan paminikewin. namoya itakon kanitaweyihkawahk ka-âpatahk paminikewin anita mâmawi tipeyihkâkosiwin, kâpiskihtahastahk, ahpô wayawîtimayi askiy tasi meskwacipayiwiniw. ispihteyihkâkwan kanitawapenamihk itôtamowina kâ-pimitisahahkik nânapô Iceland ekwa Lithuania ehatoskâtahkik ekâ kîkway pîtos paminiwewin nânapô isi, ekwa kehcinâ, SETT atoskewinâ.

## **Iceland**

âta Iceland epaminikocik kihci wiyasiwewin ekocîtâcik kehcinâ peyakwan ekwa papeyakwan itapowin ohci iskwewak ekwa nâpewak ispî ohci 1976, ekweyâc aspin 25 askiya mwestas mistahi iteyihtakwak yahkotewin kâmâci-pihkohtâcik.

ispî 2000 askiya, Iceland wiyasiwewinihk *wiyasiwewinis ohci peyak itapowin ekwa peyakwan miyopayowin ohci iskwewak ekwa nâpewak*, kanakinamihk 1991 iteyihtamowin ohci *Act*.<sup>20</sup> anima 2000 iteyihtamowin ohci *Act* metoni yahkîmakana wiyasiwewin tipitowitamowina ekwa nâkateyimowewin kapihkohtâhk nâpew mîna iskwew peyakwan paminikewin. kâ-ispiehteyihtakwaki kîkwaya ohci anita oski wiyasiwewina wiyawâw omiyopicikewiniwâw *peyak itapowin* atoskewikamik ka-kanawâpahtahkik kâ-âpacihtâcik anima *Act*, kâ-nihtâwihtahkik kekâ-mitâtaht owîcihiwewa peyak itapowin nîkânîwin kâmiyo-astâcik sohki kocîwin peyakwan otapowin ekwa paminikewin ohci iskwewak ekwa nâpewak anita atoskewina tasi, ekwa nâpew ekwa iskwew peyakwan paminikewan wiyotamowin mâmawinitowin kaweyasiwatahk kîspin ohtinamâkewina anita *Act* ekîpîkonamihk. anima *Act* asci astew wiyasiwewin tipitotamowin ohci Icelandic kihci-okimânâhk ka-osihtât newo-askiy paminikewin waweyin (mâmawi tipeyhtakosiwin isihcikewina) eksa kwayask ewîyastâ ka-itôtamihk (kâ-âpacihtâ waweyin) ekwa kakwayaskweyhtamihk tân'mayikohk kanitaweyiht sônîyâw. otenâw tipeycikewin kî-wiyasiwâtâw kamâcihtât *peyak itapowin mâmawinitowin* ehâtôtamôhiht ka-osihtât newo-askiy otenâw tipeycikewin paminikewin waweyin. otatoskesak ekwa otatoskew mamawopayiwîn ohcitaw ekî-ispayik ewiyasiwâtihcik kasôhikocihtâcik peyakwan kaminihcik aniki nâpewak mîna iskwewak anita atoskewinihk tasi ekwa anita kâmasinahikehâcik ahpô kiskinohamâtowikamikwa. atâwewikamikwa kâhatoskahâcik ayiwâk 25 ayisiyiniwa piko ekwa ka-kwayask astâcik nâpew mîna iskwew peyakwan paminikewin waweyin pahki ewako ohci wiyawâw otatoskewak paminikewasinahikan ekwa ka-âpacihtâcik tipahikewin peyakwan isi ekosi peyakwan katipahikehk ohci atoskewin peyakwan ehâtakihtehk. awiyak kakwe mostâcikawat namoya pakitinikâtew atoskewinihk, kihcikiskinohamâtowikamikwa, ekwa kiskinohamâtowikamikwa. namoya taki-itôtamihk awiyak kakwe-mwestâcîhkawat iskwew anita ka-awahkanihke iskwew cikâstepicikan kikway ka-atâwakeyan. kiskinohamâkosiwin ohci nâpew mîna iskwew peyakwan paminikewin ohcitaw ehâpatahk kahkiyaw tasi kiskinohamâtowikamikwa. asci poko kâstew peyakwan kawîcihiwecik iskwewak ekwa nâpewak anita nîkânapiwin, itasiwewak, ekwa wiyasiwehkan ohci kihci-okimânâhk ekwa keciwâk ekota ohci kâ-okimâwapicik. kâmâwsakonamihk kânohtekiskeyihtamihk ohci nâpew mîna iskwew peyakwan paminikewin kwayask itastew.<sup>21</sup> *Act* ohci nisitohâtakwan nâpew ekwa iskwew peyakwan paminikewin poko tâpwe wiya nâkateyimiwewin ohci nânapô iskwewak ekwa nâpewak.

ispî 2008, ehâspihteyihtâkwâki kweskasowewin ekî-itôtamihk kâsôhkastahk *wiyasiwewinis ohci peyak itapowin ekwa peyakwan miyopayowin ohci iskwewak ekwa nâpewak*.<sup>22</sup> kameskotastehk wiyasiwewin metoni kehcinâ kapônipayik mweci piyweyimitowin, namoya kwayask piyweyimitowin, nâpew mîna iskwew mekoskâcihiwewin, mwestâcîkâwiwewin mekoskâcihiwewin, ekwa nâpew mîna iskwew mâytôtamowin; ekwa emasinahamihk itasiwewin kakaskihtamâsohk nâpew

mîna iskwew peyakwan paminikewin ohci nâpew mîna iskwewak, kehcinahowin itôtamowin, peyakwan tipahikewin, ekwa kasôhkastâhk atoskewak paminikewina. *peyak itapowin* atoskewikamik ekîmeskoc-isiyihkâtehk Directorate ohci *nâpew mîna iskwew peyakwan* ekanaweyihtahkik owiyasiwew paminikewina ka-âpacihtâhk *Act* ekwa ayiwâk kiyikawepayicik nâpew anita nâpew mîna iskwew peyakwan paminikewin atoskewinihk.

ispî 2009, Iceland kîsâpohtwâwak wiyasiwewin kanakinahkik atâwâkewin ohci ka-âpacîtohk osâm ohci nâpew mîna iskwew kîkway kâ-ispayik. wiyasiwewins No. 54-2009 ekî-âpacihtâhk ispî ayikipîsimohk, 2010, kakweskastahk paragraph 206 anita *wiyasiwâcikewin âkihtâson. 19/1940*. kâsâponamihk ôma wiyasiwewin peyakwan sâhkohtwâwin anita ohci kâ-awahkanihkehk iskwewak ekwa kanîkânîstamihk iskwew peyakwan paminiwewin, ehohcipayik kesikanawâpamihcik iskwewak isi peyakwan ayisiyiniwak iyikohk wiya tepiyâ ka-atâwâkehk. Iceland ekweyâc nisitohtamowin ohci nâpew ekwa iskwew peyakwan paminikewin ewako anima ehâtwehk namoya iskwew taki-atâwâkehk. kâkiwiyasiwâtikawin ekosi kesi-kanawâpahtiheweyan, e.g., ka-atâwakeyan ohci kâpacihiht ekwa kotaki isi. ispî kâwiyasiwehk esâponamiihk, ekimamisîtotamihk wiyasiwewin ohci pîtos kesipaminihcik iskwewak, ekwa anika “nâpewak ohci Iceland poko ka-nakâskahkik ewako namoya iskwew ohci atâwâkewin.”<sup>23</sup>

ispî 2010, kweskasowewin No. 85/2010 ekî-osihtâhk *anita wiyasiwewinis ohci mîcisowikamikwa, kapesihiwewin miyopicikewina ekwa miyowâtamowin* kanakinamihk ôhi atâwew’kamikwa kâsôniyâkâtahkik emestâpekaset otatoskehakana.<sup>24</sup> ekosi namoya kîkway mestâpekasew’kamikwa, namoya ka-api micikwanihk nimihitowin, namoya kâtoskahiht iskwew pamihiwew takohc ekâ ekasâket, ekwa namoya mestâpekase masinipayihowin.

ispî 2010, Iceland kîsâpohtâw wiyasiwewin poko mâmawinitowin kâ-mamisîtotâcik astamihk isko 40% iskwewak ahpô nâpewak anita misi mamawetowak onîkânapowak anita kahkiyaw kihci-okimânâhk etipeyihahk, kahkiyaw meskotinikew pimâcihowina, ekwa kahkiya ka-isi-pahpeyakohk pimâcihowina ayiwâk 50 atoskewak (wâpahta kweskasowewin No. 13/2010 anita *wiyasiwewinis kamanâcihtâhk kahkiyaw iskopayiwîn âtawew’kamikwa* No. 2/1995). ekota ohci, ispî 2-21, iskwewak nân’taw 42% ekî-atoskecik tipeyicikewapicik, ekwa 40% anita kihci owiyasiwewinihk anita Iceland.<sup>25</sup>

ekisipayicihkehk kekâc 20 askiya, Icelandic kihc-okimânâhk kînakinamwak 2000/2008 *wiyasiwewinis ohci peyak itapowin ekwa peyakwan miyopayowin ohci iskwewak ekwa nâpewak* ekwa kîtâpastâwak oski wiyasiwewin. ispi kîsepîsimohk 1, 2018, Iceland kîmâcipitam *wiyasiwewinis ohcipeyakwan itapowin ekwa peyakwan wiyasiwewinis ohci peyak itapowin ekwa peyakwan miyopayowin ohci iskwewak ekwa nâpewak kamanatisihk ohci nâpew mîna iskwew peyakwan (nâpew mîna iskwew peyakwan wiyasiwewinis)* “kanakinamihk pîweyimitowin anita ohci nâpew mîna iskwewask ekwa ka-âpacihtâhk nâpew mîna iskwew peyakwan paminikewin ekwa peyakwan nahipayiwîn kahkiyaw nâpew mîna iskwewak misiwihte askiya.”<sup>26</sup> peyakwan tipahamâtowin pimâtisiwasinahikana ohcitaw kapimitisahamihk ohci kahkiyaw atâwew’kamikwa ekwa 25 ahpô ayiwâk otatoskesak (wâpahta

masinahikanis 5). ekakwe-kispinatahkik kihci-okimânâhk ohci Iceland kamescihtahk pîtos tipâmâtowin ohci nâpew ekwa iskwew ispayiki 2022. wiyasiwewin itastew anima kâkwayaskweyihtamihk ohci tipahamâtowina “namoya ka-kikipayik nâpew mîna iskwew pîweyimiwewin.” pâmwayes oski wiyasiwewin, otatoskesak piko kehcinâ epîweyimiht. ekwa, atâwew’kamikwa ayiwâk 25 otatoskesa piko ka-ayâcik masinahikan emasinahikatehk nâpew ekwa iskwew peyakwan etipâmâcik. ekwa poko ka-osihâtâcik nâpew ekwa iskwew peyakwan paminikewin ita ehastehk ka-akihcikecik emiyo-âpatanihk otatoskew otatoskewin ôhi e-âpatahki (tâpiskoc kinwes ekota ekî-atosket, kiskinohamâkosiwin, ekosi ekipe-itôtahk, ekwa sihtatoskewin). kîspin katepeyimot peyako isihcikew ka-kanawâpahtahk, atâwewkamik kakâtinam masinahikanis ma-miywasiniyihk nisto askiy. kîspin namoya, atâwew’kamik kaki-itôtamôhâw katipahiket (tahto kîsikâw) tipahikewina.

Iceland asci kesi-wehci-meskocipayik ekwa miyotipahikewin ohci onekihiikomâw ayiwepiwin paminikewin. anima *wiyasiwewinis ohci pâmwayes ohcawâsimisit iskwew /nâpew ohawâsimisit ekwa onekihiikomâw ayiwepiwin* ohci ohcitaw awâsis ka-nâkateyimikot nânapô nekihikwa ekwa kakaskihtâcik onekihiikomâwak kwayask kapaminahkik atoskwewin ekwa peyakohewamak pimâtisiwin.<sup>27</sup> ispî kispîsim 2021, Iceland kîyâhkastâwak onekihiikomâw ayiwepiwin paminikewin isko 12 pîsimwak iyikohk kayâhte 10 pîsimwak. onekihiikomâwak kakî-otinamwak ayiwepiwin wiyawâw e-isi-miyopayik. peyako onekihiikomâw kispitinamâsow nikotwâsik (6) pîsimwa peyakwan ekwa 80% katipahamâcik ohci otatoskewiniwâw, kîspin kapeyihk ekî-atoskecik. onekihimomâw ayiwepiwin wiyasiwewin ohci kâki-otinen 16 peyakayamihewikîsikâwa, isko 8 piponeci kitawâsimis, mâka namoya katipahamâkawin.

## **Lithuania**

Lithuanian kihci-okimânâhk kîpimitisahamwak peyakwan isihcikewina kapihkohtâcik nâpew mîna iskwew peyakwan paminikewin. kimeskotinamwak wiyasiwew paminikewin kakweskastâcik mekwâc wiyasiwewin ekwa kosihtâcik oski wiyasiwewin ekosi wiyasiwew astotamâtowin kapinkotâhk nâpew mîna iskwew peyakwan paminikewin ka-itakok ohci kahkiyaw otatoskesak misiwe askiy. asci kî-osihâtâwak nîso misiweskamik pamikewin waweyin (misiweskamik isihcikewina)<sup>28</sup> ekwa mihcet misiwihte ewaskawîtotahkik waweyina (wiyascikewin waweyina)<sup>29</sup> kinwew mitanaw-isi isko kanîsohkamâkehk kesiwaskawîtotahk kihci-okimânâhk ekwa ekota nîsôkamâkewak.

Lithuania asci kîmâcipitam oski kâpacihtâhk paminikewin e-osihâtâcik atoskewikamik ohci kispewâcikew ita masinahikewiyiniw poko kapimitsahahk ekwa kanitohtahk wiyotamowina ohci ekâ kîkway nâpew mîna iskwew peyakwan paminikewin. asci, ewiyastâcik kespincikewin ohci peyakwan nahipayiwin ohci iskwewak ekwa nâpewak enâkateyihtahkik ka-âpacihtâcik kihi-okimânâhk otasiwewiniwâw ekwa kesi-itôtamihk waweyina, ka-nâkateyihtahkik mestinikewin kamîyicik sôniyâwa ekota ka-âpatisit ka-isihcikecik, ekwa koyakimihk kîspin emiyopayiki waweyina.

## ***kâ-itahkamikak Iceland ekwa Lithuania kâkî-itôcikâtew kanâta?***

kanâta ayâw kwayask ehâtasteyiniyik wiyasiwewin paminikewin ohci nâpew mîna iskwew peyakwan paminikewin anita *kanâta tepeyimowin ohci miyopayowin ekwa peyakotipeyimisowin* anita kanâta nîkânapihiwewina ka-itastehki, eyohtamihk ita epîkweyihamihk ka-âpacihtâhk nâpew mîna iskwew ka-astehki anita kapaminamihk pâpîtos isi anita kesihcikehk wiyasikwewina kihci-okimânâhk. kîspin kanâta kihci-okimânâhk paminikewin, wiyasiwewina enâkateyihakwaki anita peyak kihci-okimânâhk, mitâtaht (10) kâpiskihtahtastahk okimânâhk, ekwa nisto (3) wayawîtimayi askiya okimânâhk. kihci-okimânâhk ekwa kahkiyaw kâpiskihtahtastahk ekwa wayawîtimayi askiya okimânâhkwa pimitisahamwak peyakwan paminikewin wiyasiwewin nakinamwak pîweyihamowin isâyawin tâpiskoc oskânesiwin, nâpew ahpô iskwewin, nâpew ahpô iskwew ohtiskawascikewin, nâpew ahpô iskwew kohkiskeyihtâkosit ahpô kwayaskowewin, kîspin ewîhkitot, epeyakoskânesowit, ekwâtakihtât, etc.

*"kahkiyaw itôtamowina, Union katôtam kapônipayitât mayitôtamowina, ekwa kasipwepitahk peyakwan paminikewin ohci nâpewak ekwa ekwa iskwewak."*

masinahikanis 8 ohci asotamâtowin anita kâhatoskemakahk pîtatowew

ispî kinwes ohci âcimostâkewin ohci iskwewak anita SETT ewâpahtamihk, kwayask nistawinâkwak kanâta mekwâc owiyasiwewin paminikewin namoya ekwayekohk ohci kapihtohtâhk nâpew mîna iskwew peyakwan paminikewin. kanâta asci kwetamâw ka-âpacihtahk paminikewin ekwa kasôkastahk paminikewin waweyin kâ-kâhcitinahkik Iceland ekwa Lithuania kapihkohtâcik kaskihowin.

oyasiwewin pimitisahamowin ehayât peyakwan sôhkapiwin tâpiskoc ôta kanâta ewako ana pîtatowew mâmawopayiwin (EU), ewako mâmawinitowin ohci kihcitipecikewin askiya. kohtipeyihakosit ekwa kâsikhiskâkocik pîtatowew mâmawinitowin (EC), pahpeyak owîciwewak askiya ekwa EU emâmawipayicik ekaskihocik kekâc etakohtecik cîki isi nâpew ekwa iskwew peyakwan paminikewin.

### ***pîtatowew mâmawopayiwin (EU): ite isi nâpew mîna iskwew peyakwan paminikewin Europe***

EU ekwa nîkâniw misiwihte ohci nâpew mîna iskwew peyakwan paminikewin, ekota ohci mihcet kayawisew âhkameyitamowina kâkî-tôtamihk kapihkohtâhk nâpew mîna iskwew peyakwan paminikewin Europe. ispî 2021, kî-âcimonâniwiw 14 ohci kanakacîhtâcik 20 askiya ohci nâpew mîna iskwew peyakwan paminikewin anika EU owicihiwew askiya.<sup>30</sup>

kâsipwepicikâtehk peyakwan paminikewin ohci nâpewak ekwa iskwewak ewako peyak sohkitôtamowin anita EU ohci kamâcipayik. nitaweyihakwan kahkiyaw owîcihiwew askiya ekwa piko anima askiy kâpakoseyihakwawîcihwet EU kakayawâtiswi-atosket kapihkohtât nâpew mîna iskwew peyakwan paminikewin.

"kâsipwepicikâtehk peyakwan paminikewin ohci iskwewak ekwa nâpewak atoskewin ohci mâmawopayiwin, kahkiyaw kîkway kâ-

itôtahkik, kâ-nitaweyicikâtehk anita asotamâwina. nâpew mîna iskwew peyakwan paminikewin anima kihci kîkway ohci EU, kahkiyaw ohci nistam kiskeyihtamowin pikwâwiyak ohci ekwa kehcinâ tâpeyihitamowin ohci European Pillar of Social Rights.”<sup>31</sup>

ka-iteyihthakik EU anima nâpew mîna iskwew peyakwan paminikewin piko kâpacihtâhk ketôtamihk ohci ahtisihcikewin, mawinahikewin, ekwa metoni miyopayiwin European manâcihcikewin. asci, EU itwewak anita tasihekewin, wiyasiwewin, ekwa mâmawinitowin, kâkîkaskihtâw kahkiyaw kîspin âpacihtâw onahîwin ekwa pâpîtos kîkwaya. nâpew mîna iskwew peyakwan paminikewin nistawinâkwan ayiwâk ayâwa atoskewina ekwa ayiwâk osihcikewin.”<sup>32</sup>

kâ-itwecik ohci pîtotawew mâmawinitowin:

“masinahikanis 8 ohci asotamâtowin anita kâhatoskemakahk European Union asotam pîtatowew mâmawopayiwin (EU) ekwa owîcihiwewa askiya kaponîhtâcik namoya peyakwan paminikewina ekwa kasipwepitahkik tapeyihitamowin ohci peyakwan paminikewin ohci iskwewak ekwa nâpewak kahkiyaw otôtamowiniwâwa. kâ-itastehk anita EU’s peyakwan paminikewin paminikewina 2020-2025, ka-pihkohtâk nâpew mîna iskwew peyakwan paminikewin anita EU pikwâwiyak kanâkateyihthak piko kawaskawîtotahkik kahkiyaw EU kihci-kiskinohamâtowikamikwa. owîcihiwewa askiya ekwa paminikewina, ewîtâpiskômâcik peyakopemâcehowina ekwa iskwew mâmawitowina, kiyohkewina ekwa kapeyako-atoskecik.”<sup>33</sup>

ehâspihteyihthakwak âhkameyihthamowin ohci pîtatowew mâmawipayiwin ekî-wiyastâcik *nâpew mîna iskwew peyakwan paminikewin 2020-2025*<sup>34</sup> ekakwe-miyonôcihtâcik kakwe iteyihthakwaniyik yahkotewin 2025 ispayiki ohci nâpew mîna iskwew peyakwan paminikewin Europe. ekakwe-kaskihocik ka-ayâcik mâmawipayiwin ita “iskwewak ekwa nâpewak, iskwesisak ekwa nâpesisa, pâpîtos isi, pikwisi kâ-nohte-isi-atoskecik, peyakwan kapaminihcik miyopayiwin opimâtisiwiniwâw, peyakwan nahipayiwin, ekwa peyakwan kawîcihiwecik ekwa kanîkanîcik European mâmawinitowin.”<sup>35</sup> kâ-îtôtamihk ohci EU’s *nâpew mîna iskwew peyakwan paminikewin 2020-2025* ewakomîna kanakinamihk nâpew mîna iskwew mâytôtamowin; kamawinehamihk nâpewak ekwa iskwew pîtoteyimiwewina; kanakinamihk nâpew mîna iskwew pîtos paminikewin atoskewinihk; kapihkohtâcik peyakwan wîcihiwewin pâpîtos isi anita atoskewina; kapîkiskwâtamihk nâpew mîna iskwew tipahikewina ekwa ayiwepiwin pîtos kâ-isi-tipahamât; kapônihtahk nâpew mîna iskwew pisiskeyimiwewin; ekwa kapihkohtâhk peyakwan ohci nâpew ekwa iskwew isihcikewina-miskôtamowin ekwa wiyasiwewinihk.

EUs paminikewin waweyin ohci nâpew mîna iskwew peyakwan paminikewin sîhtoskahkik *EU’s nâpew mîna iskwew ketôtamihk waweyin (GAP) III 2020-2024*. ôma kâwî-itôtahkik waweyin emâmitoneyihthakik pimâtisiwasinahikan kocihtamowina ekwa kâwitôtahkik ohci paminikewin ekwa ekîosihtâcik kehcinâ ohci kiskikapayik yahkohtewin *isi kaskihowin 5: nâpew mîna iskwew peyakwan* anita UN’s 2030 kawînkateyihthakik. peyak ohci anihî niyânan kehcinâ paminikewina ohci itôtamowin



waweyin kapetâk emiywâsik nîsôhkamâkewin, mâmawohkamâtowin, ekwa kawâpahtamihk owîcihiwew askiya anita mihcet okimânâhk, peyakwaya askiy, ekwa askiy paminikewin enîsohkamâkehk ekwa paminikewin itôtamowin, kamiyokaskihcikehk anima "ayiwâk ka-âpacihtâhk GAP III ka-isi-wîatoskemitohk askiya ekwa peyakwâya askiy, cîki kâmâmawikamâtocik asci kâwîtâpisômâcik kihci-okimânâhk, peyakopimâcihowina, kâpahpeyakohk pimpayicikehk ekwa kotaka kehcinâ otâstwâkewak."<sup>36</sup> kaoyehâhcikewinihk, EU kîtepwâtam kamâcipitamihk mâmawitipeyihtâkosiwin nâpew mîna iskwew peyakwan paminikewin tôtamohikewina ekwa kawaweyistamihk ohci askiy-tasi ka-âpacihtâhk waweyina. kotak kehcinâ ehâspihteyihtakwak ohci kâtoskehk waweyina kwayask "ka-âcimohk ekwa kawihtamihk kâ-ispayik, kâ-astahk tâneyikohk, ayiwâkan, ekwa ewakomîna ka-osâpahtamihk kapihkotâhk kahkyaw awiyak ka-akisot, kehcinâ piko kîkway kawâpahtaamihk ekwa ka-wâpahtahk wihtamâkewin [sic]."<sup>37</sup>

### ***wîcewâkanihtowin ohci kanâta ekwa pîtatowew mâmawopayiwin***

kihci-okimânâhk ohci kanâta itwew "pîtatowew mâmawopayiwin (EU) paminikew wîcewâkanihtowin ohci kanâta," ekwa kesi wîcewâkanihtow, "kanâta ekwa EU metoni âhkameyihtamwak kayahkohtâhkik nâpew mîna iskwew peyakwan paminikewin ekwa iskwewak sohkapawicik wîkiwâw asci akâmaskîhk."<sup>38</sup> ekîhasotamawâcik kâhatoskecik ohci kanâta anihi pîtatowew mâmawopayiwin "ewî-osihtâcik nâpew mîna iskwew peyakwan mâmawinitowin kamâtinamâtocik kwayask tôtamowina, kamekihk wihtamowin, kakiskeyihtamihk tawipayiki kakiskinohama<sup>^</sup> kew ohci atoskewin, ekwa kayeyihcikehk oski âhkameyihtamowina, ka-mâtâtâhk ekwa kawihtamihk kâ-yakohtemakak nâpew mîna iskwew kawehtôtamihk ekwa kasipwepitamihk nâpew mîna iskwew peyakwan paminikewin misiwe atoskewinihk."<sup>39</sup>

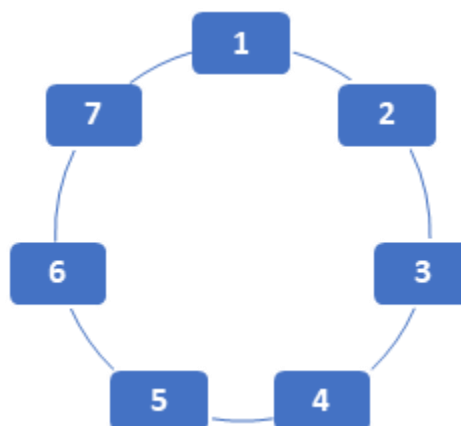
wîtâpisômitowin anima kanâta kâ-ayât asci pîtatowew mâmawopayiwin nahipayin ita kanâta kakaskihot kâpacihtâ pimâtisiwasinahikan osihcikewak anita pîtatowew mâmawinitowin ekwa anita pahpeyak EU askiya. kanâta ohci kâhitisahoht pikwihte isi anihi pîtatowew mâmawopayiwin nawâc kâmiyopayikwak kakiskinohâmawât kahkiyaw kihci-okimânâhk pîkiskwâtitowina ekosi kanâta kakaskihow kanisitohtahk kanitaweyicikâtehki wiyasiwewina, pimâtisiwasinahikan, ekwa isihcikewina ka-osihtâhk kapihkohtâhk nâpew mîna iskwew peyakwan paminikewin. kanâta mîna kâkîpîkiskwâtam tânitwa paminikewin waweyin, oyakihcikewin, ekwa wîhtamâtowin waweyin kâsihtoskâtamihk EU mekwâc kaskihowin.

### ***ekâ kâmiyopayik anita kihci-okimânâhk paminikewin waweyin nahascikewin***

itakon paminikewi- waweyin nahascikewin kâkînakinam nâpew mîna iskwew peyakwan paminikewin ekâ kâmiyopayik. Iceland kîwâpahtihwew iyinîsiwin ehâpacihtâcik wiyasiwewin ita ehosihtâcik oyasiwewi-asotamâkewin misiwe kihci-okimânâhk, kiyâm tâna owiyasiwewak enîkânâpicik, ka-pimpayihtâcik paminikewin waweyin. ôma paminikewin waweyin nahascikewin ekînâskohtâhkik asci kihci-okimânâhk ohci Iceland ekwa okimânâhk ohci Lithuania, mwestas awa kîkaskihow epihkohtât nâpew mîna iskwew peyakwan paminikewin anita STEM. kesi-itôtamihk

ekwa kâ-ispayik ôma kâmiyopayik paminikewin waweyin nahascikewin masinahikâtewa capasis, ekwa kihtwâm ke-tôtamihk isko kinwes ewako kâkispinatamihk nâpew mîna iskwew peyakwan paminikewin ka-pihkohtâhk.

- itôtamowin 1: otâstwâkew  
pîkiskwâsowewin
- itôtamowin 2: paminikewin waweyin
- itôtamowin 3: ketôtamihk waweyin
- itôtamowin 4: ka-atoskemakak  
waweyin
- itôtamowin 5: oyakihcikewin  
waweyin
- itôtamowin 6: wihtamâtowin  
waweyin
- itôtamowin 7: koyakihtamihk  
waweyin  
(kâhkihtwâm)



pahpeyak ohci ôhi itôtamowina, metoni manepayowin kâwâpahtamihk anita kanâta ka-iteyihkawk ka-wâpahcikâtew.

**namoya ekweyakohk otâstwâkew  
pîkiskwâsowewin**

misawâc anima asotamâtowin kapimpayihkâhk "kahkiyaw-ohci mâmawinitowin wîtatioskemitowin" (wâpahta sidebar). namoya mistahi itakon kehcinâhowin ana okimânâhk kanâta ekîwiastâht misiwihke otâstwâkew pîkiskwâsowewin<sup>40</sup> asci nihtâwosihcikewa tân'si kesi pihotâcik kanitaweyihk meskocewepinikewin ekota kohcipayik *kaskihowin 5: nâpew mîna iskwew peyakwan* anita SETT ekwa ayiwâki. metoni tahtapwe, namoya mistahi kîkway âcimowin ehâtakohk kahkiyaw ana kihci-okimânâhk ohci kanâta kawîcipîkiskwemât ka-osihtâcik nâpew mîna iskwew peyakwan paminikewin kaskihcikewina. kihci-okimânâhk poko ka-astât kesinahipayik ekosi isi (e.g., takakwecimât otâstwâkewa ehâteyihkâht anita pîkiskwâsowewin masinahikana, kawîsâmât otâstwâkewa kape-itohteyit kahkiyaw awiyaik ohci-pîkiskwâsowewin mâmawipowina, ekwa ka-astât kihci-okimânâhk, kâpiskihastahk, ekwa wayawîtimayi askiya (FPT) mamawipowina ekoni kehcinâ ohci ka-pihkohtâhk nâpew mîna iskwew peyakwan paminikewin, ayiwâk).

peyak emâmawimiywâsik ekwa metoni miyo-wâpahtihewin kiskinowâpahtihewin ohci

"piyisk, kakiskinohamawânawak onîkânîwak anita United Nations' 2023 kawînakateyihkâhk ohci enâkateyihkâhk osihcikewin kawîtatioskemâyâhikik kiwîcewâkanak kâ-osihtâhkik ayiwâk kawîcôkamâtohk, papeyahtik ekwa kesimiyopayihk askiy ita namoya awiyak kanakatîht. enâkateyihkâhk osihcikewin kapihkohtamihk (SDG), kâ-ayâki anita ESDC, ekîmiyopitamihk kanîsohkamâkehk, kawâpahtamihk, ekwa kawihkâmihk anita kanâta oyahkotewin kapihkohtât SDGs. nika-osihtânân National Strategy kahkiyaw mâmawinitowin kawîtatioskemitocik, ekwa kapimpayihkâcik SDG tipahikewin isihcikewin kayahkohtâhk kanâta ka-âpacihkât anita 2030 nâkateyihkâmihk."

okimânâhk ohci kanâta, [Employment and Social Development Canada 2019-2020 Departmental Plan](#), p.3

otâstwâkewi pîkîswâsowewin ekwa kihci-okimânâhk kâwâpahtihwecik otatoskewiniwâw ohci kapihkohtâcik nâpew mîna iskwew peyakwan paminikewin anita SETT kîwâpahtihwewahk kihc-okimânâhk Ireland ispî 2020. 2016-2020 kâkiskinohamât ketôtamihk waweyin ewîpônipayik, ekwa pâmwayes iskweyâc eyako 2021-2025 kâkiskinohamât ketôtamikhk waweyin, ana kihci-okimânâhk ohci Ireland misiwihthe kîpîkiskwâsowâte w otâstwâkewa ekwa kahkiya ka-itwecik kakî-wâpahcikâte w masinatakan cikâstepayicikanisihk ekwa kahkiyaw awiyak kâkîwâpahtam.

namoya pahpeyakwan isi, otâstwâkew wîtatoskemitowin kî-itôtam kasihtoskawât ka-osihtâhk *kanâta kâkiskinohamât paminikewin* ekwa namoya kwayask nistohcikâte w, ekwa namoya pikwâwiyak kîwâpahtam. ôma paminikewin ki-wîcikâhtew anita kihci-okimânâhk 2019 Budget Address, ekwa kâkî-osîcikahtehk kâkî-asotamihk anita 2019-2020 mâmawinitowin waweyin ohci Department of Employment ekwa Social Development Canada (ESDC).<sup>41</sup>

ekwa namoy mistahi kehcinâhowin ana kanâta kihci-okimânâhk ekî-ohci-itôtahk misiwihthe otâstwâkew pîkîskwâsowewin ohi anima kâkiskinohamât paminikewin isihcikewin, ekota kakî-astehk ta-kaskihcikehk kasihtoskawihcik masinahikehâwewak kamiyicik sônîyâwa (âpihtawayihk) mâmawinitowina kâwîtatoskemâcik masinahikehâwewa anita otâtâwewa. ôhi mâmawinitowina miyewak sônîyâwa kâ-apisâsiki ekwa âpihtaw-kâ-ispîhcâki masinahikehâwewak ka-atoskahâcik peyak-askiy aniki ka-kiskinohamâcik anita 39 mihko âhkik otatâwewa. masinahikehâwewak kâkîkâtinewak \$5,000 ohci ta-kaskihtât oski peyak-askiy awiyak kâkiskinohamât atoskewin emasinahikehâht ekwa \$10,000 kîspin ana kâkiskinohamât anita ohci kwayaskopayihcikewin-mâmawinitowin - iskwewak, ekwa ayîsiyiniwak eka kâ-kaskihocik ka-waskawîcik, iyiniwak, owîcihiwewak ohci 2SLGBTQI+ mâmawinitowina, ekâ kâpeyakwan kanawâpamihcik mâmawinitowinihk, ekwa ôta kâpe-ispîcîcik. pahki ohci kihci-okimânâhk kanâta kâpakitinâcik sônîyâw anita âtoskêwina, kâkiskinohamât paminikewin isihcikewin, itotamwak, pahki, kapîkiskwâtâhkik kâ-ahkami âyimihikocik (tâpiskoc ayiwâk pîtos paminikewin anita atoskewina). namoya mistahki kehcinâhowin anita kihci-okimânâhk epîkiskwâtâcik kânakanihtâyit ohci meskocewepinikewin kapihkohtâcik ka-kakwekaskihocik ôma.

### ***namoya kîkway paminikewin waweyin ekwa otatoskewi waweyina***

kaskihowin kâpihkohtâhk ohci paminikewin waweyin ka-tôtamihk ka-âpacihtâcik Iceland ekwa Lithuania ekota nistawinâkwan kesimiyopayik ka-osihtâhk nahnâway isihcikewina newo-askiy paminikewin waweyina enâkateyihtamihk nâpew mîna iskwew peyakwan paminîwewina, esihtoskâmihk ewîtâpisômakahki newo-askiy waweyina ahpô nîso niswâ-askiy waweyina. âta, kihci-ohkomânâhk Australia namoya pihkohtâw ekosi isi kaskihowin tâpiskoc Iceland ekwa Lithuania, mâka kî-osihtâwak misiwihthe paminikewin waweyin ehâsiyihâtehk yahkohtewin ohci iskwewak anita STEM ekwa asci ewîcewâcik misiwihthe 2020 itôtamowin waweyin - yahkohtewin ohci iskwewak anita STEM. anita kanâta, kâmiywâsin ka-âpacihtâhk ka-osihtâhk misiwihthe paminikewin waweyin ekwa kâ-nitaweyihcikâtehk itôtamowi waweyin(a) namoya tepiyâ ohci iskwewak anita STEM mâka asci iskwewak anita otatâwewinihk - ita ekâ kâpeyakwan paminîwehk.

paminikewin oyehâhcikewin mâna itakon kinwes-ehayâk kocitôtamowina ekwa kehcinâ itôtamowina kohkiskeyihtamihk key performance indicators (KPIs) mekwâc itôtamowin waweyin ka-astewa kahkiyaw itôtamowina kakî-âpatâhki metoni kehcinâ kiskiwehâkanihk, kiskinowâpahkewin kapihkotahk kesi-wâpahtamihk ekwa ka-kocitôtamowina ekota masinahikâtawa paminikewin yeyihcikewinihk. mâcikocicak, nânapô ispî 2016-2020 itôtamowin yeyihcikewin isi ayiwâk kâkiskinohamât ekwa kâkiskinohtahiht anita Ireland ekwa ispî 2021-24 itôtamowin waweyin ohci awiyak kâkiskinohamât atoskewin, iskweyâc anima ekî-osihtâhk kawîtapisômakahk anita Ireland's misiwihte takahkîwin paminikewin 2025, ki-ayâw newâw peyak askiy kaskihowina ekwa kakaskihot kapihkôtâcîk kihci-okimânâhk Ministry. ewako ôma kîpakitik kihci-okimânâhk Ireland kanâkateyihtahk newâw peyak askiy ekwa peyak askiy yahkohtewin ohci kahkiyaw kocihtâmowina kâ-astehki anita paminikewin waweyin.

kespayik ispî kapihkohtâhk kaskihowin ohci nâpew mâna iskwew peyakwan paminikewin ôta kanâta - ekwa wâwîs anita SETT atoskewina - namoya kîkway kehcinâhowin takehcinâhohk nihtâweyihtamowin ekwa kweyask-mamitoneyihtamihk paminikewin waweyin ekwa itôtamowi waweyina ekî-osihtâhk. macika, kanâta kâkiskinohamât paminikewin ehâtwehk anita kihci-okimânâhk website, masinahikanihk kâkî-isipipayik ekwa isihcikewina, asci tân'mayikohk sôniyâw epakitiniht. tânsipoko, katawahk paminikewin waweyin - ita ehayâk nihtâwihcikewin ohci paminikewin, nihtâwihcikewin ohci kaskihcikewina ekwa itôtamowina kotinamihk, ekwa kehcinâ tôtamowin kohkiskeyihtamihk tipahikâtehk nihtâweyihtamowin kâ-isi-tipahikahtehk - namoya itakon. CCWESTT kehcinâ kînitotam peyak masinahikan ohci kanâta kâkiskinohamât paminikewin ekwa poko ewîtapisômakâki itôtamowin waweyina. tânsipoko, kihcitwewin ohci otapiwin Honourable Carla Qualtrough, Minister of Employment, Workforce Development and Disability Incusion, kî-astew tepiyâ masinahikahtehk kiskeyihtamowin anita kihci-okimânâhk ohci kanâta website ekwa namoya ohci miyik anihi masinahikana kânitotahk.

ayiwâk, mâci nistam ta-kahtinamihk nâpew mâna iskwew peyakwan ekota kanâta kaki miskâcîkâtew mâmahtawi âpacihcikanihk itastew *kakweyâtastahk ohci kotak mitâtahomitanaw askiya: okimânâhk waweyiwin osci nâpew mâna iskwew peyakwan*, e-kî-masinahikatehk ayiwâk 25 askiya nâway ekospihk ohpahowi-pîsim ekospihk 1995, ekospihk peyakwan askiy aspin kanâta mâci miywâsik isi eyikoni United Nations. misteyihtâkwan ta-kaskeyihtamihk anima 1995 okimânâhk waweyiwin osci okimânâhk tipeyicikewina, ekwa namoya misiwe askiy kanâta. ikospihk eyakwa okimânâhk waweyiwin emasinahikatehk, pihci ahkami itôtamihk ta-osihtahk waweyiwin osci kihcinâc nâpew ekwa iskwew peyakwan, okimanahk kanata nawasonamok ta-mâmawi astâcîk nâpew mâna iskwew peyakwan itôtamowina ekota ayiwak ispihcâki UN 17 miyo-itôtamihk kaskihowina, ekwa eyakwa nikipitamwak kinwâpahcikewin. pîtosî, anima EU, Iceland, ekwa Lithuania nawasônâmok ta-osihtâcîk waweyina ekwa itôtamowina waweyiwin osci kihcinâc nâpew mâna iskwew peyakwan kwayask kaskihowin.

kotak itôtamowin osci kihcinâc itôtamowin ka-kî-nîkanipayin misiwe meskocipayiwin osci nâpew mîna iskwew-peyakwan oyakihcikewin mâmawakihcikewin (GBA Plus). ekoti osci iskwew ekwa nâpew ahpô iskwew papeyakwan kanâta, "GBA Plus anima mâmitoneyihtamowin itôtamowin ka-ispayik sohki itôtamowin osci kiskeyihtamowina osci misiwe namoya peyakwana, mîna esi kiskeyihtamihk tânisi pitosi ayisiyiniwak iskwewak, nâpewak, mîna nâpew ekwa iskwew pitosi ayisiyiniwak ka-ki-mosihtâwak masinahikan askohkewina, atoskewina ekwa itôtamowina."<sup>42</sup> GBA Plus e-kî-kayâsi namoya mistahi itôcîkâtehki isi okimânâhk itôtamowina ekwa kotakihk. ka-esi wîhtamihk ekota 2022 masinahikewina osci ana Auditor General of Canada (masinahikewin 3), "okimânâhk namoya kiskeyihtamwak kîspin ka-apâcihtaçik nâpew mîna iskwew-peyakwan oyakihcikewin mâmawakihcikewin ayiwâk miyo-ispayinwa nâpew mîna iskwew kaskihowina osci pîtosî ayisiyiniwak."<sup>43</sup> nâpew mîna iskwew-peyakwan oyakihcikewin mâmawakihcikewin e-kî-kinwes asotamowin osci kanâta okimânâhk, mistahi miskâcîkatehki nâway ekwa mekwâc nitonikewina. ana Auditor General wîhtam, "nâpew mîna iskwew kinwâpahcikewin namoya oski-itôtamowin. ikospihk 1967, okimânâhk ka-pimipayicikecik osihtâcik anima kihci okimâwewin nitonikewin osci tânisi ispayikocik iskwewak ekota kanâta, ekwa 1995, okimânâhk kihci itôtamwak asotamowin isi nâpew mîna iskwew kinwâpahcikewin."<sup>44</sup>

ayiwâk, ana Auditor General omasinahikan wihcikâtekw namoya mistahi tipapacikewin masinahikan ka-itisahamihk itasiwewin ekwa kinwâpahtamihk atoskewin isi nâpew mîna iskwew peyakwan. miskâcîkatewa kîkwaya isi anima kanâta wâpahcikan atoskewin ka-âpacihcikâtek tipapacikewin misiwe atoskewin itôtamihk isi United Nations enâkateyihtamihk osihcikewin kapihkohtamihk (*kaskihowin 5: nâpew mîna iskwew peyakwan*). ana nitonikew miskam namoya mistahi osci kihcinâc ekwa tipapatamihk tawayihkewina osci anima nâpew mîna iskwew wâpahcikewina atoskewin. kiyâpic, miskâcîkâtekw anima masinahikewin namoya pitosipitamihk isi eyikohk ka-esi nitaweyihtamihk ka-masinahamihk sapowipayiki kiskeyimisowina.

### ***namoya e-miywâsiki isi atoskatâmihk/ itôtamowina waweyina***

pihcâyihk okimânâhk kanâta, kâ-miywâsiki atoskewin waweyina ekwa kaskihowina masinahikana namoya mistahi kaskihtahk. tâskoc, peyak masinahikan osci anima okimânâhk sôniyâw tipahikewin opimipayicikew wîhtam anima "mistahi 2019-2020 atoskewin waweyina makîkway astewa tipapacikewina ekota 2019 okimânâhk soniyaw tipahikewin."<sup>45</sup>

namoya mîna mistahi astew kiskeyihtamowin kanâta osihtâcik sôhki atoskemakahk waweyin ka-wiyastâcik *kaskihowin 5: nâpew mîna iskwew peyakwan* ekota UN's 2030 askohkewin osci miyo-itôtamowin ikospihk 2030 kisipayiki, tâskoc kotakak askiyiwa kâ-kî-osihtâcik mistahi atoskâcîkewina ka-kipahahkik nâpew mîna iskwew peyakwan pîtosinâkwahk. ekoti Iceland, anima okimânâhk osihtâwak anima Directorate ohci *nâpew mîna iskwew peyakwan* (e-ki-isihkatamihk kamikos ohci *nâpew mîna iskwew peyakwan* ekwa, nâway isi *peyakwan itapowin* atoskewikamik) ka-ayâk wiyasiwewin masinahikan osci anima itôtamowin osci Iceland nâpew mîna iskwew peyakwan wiyasiwewin masinahikan ekwa anima Icelandic okimânâhk kihcinâc waweyina ekwa itotamowina waweyina. peyakwan, anima okimânâhk Lithuania osihtâwak anima

misi kinwâpahtamihk isi peyakwan atoskewina osci iskwewak ekwa nâpewak, eyakwa anima tipayicikewin nâkateyihtahkik ka-itisahamihk okimânâhk kihcinâc waweyina ekwa itôtamowin waweyina. anima misi kinwâpahtamihk kinwâpahtamok sôniyâw mîkiwin isi anima itôtamowin waweyin ekwa itôtamwak kinwâpahcikewin kîspin ka-miywâsiki ôhi waweyina. okimânâhk Lithuania kaskihowak isi ka-kinwâpahtahkik anihi tâpitaw ekwa misiwe astâwin osci kihcikanâc waweyina, itôtamowina waweyina, ayiwâk.

pihci ka-astâhk misi kinwâpahcikewin ekwa itôtamowin tepiyâhk osci nâpew ekwa iskwew peyakwan, tâskoc ka-itôtamihk Iceland ekwa Lithuania, okimânâhk ohci kanâta nawasônawak ka-wiyastâcik anima enâkateyihtamihk osihcikewin kapihkohtamihk (SDG) atoskewak, ekota e-astâhk Department of Employment ekwa Social Development Canada (ESDC). anima SDG Unit mikowiwak atoskewin ka-osîhtâcik misiwe itôtamowin ta-ascikatêki anihi 17 SDG, mîna *kaskihowin 5: nâpew mîna iskwew peyakwan*.

ôma ka-mayipayik itasiwewin ispayin sowipayik ekwa kicikâwipayik itôtamowin<sup>46</sup> ka-kaskihtahk nâpew ekwa iskwew peyakwan ekota kanâta pihci ekoti Iceland ekwa Lithuania, askiya ka-kaskihtâcik kinwâpahcikâteyik ekwa tipapâcikâteyik kaskihowin isi misiwe tipapamâtowina, ka-kipahahkik nâpew ekwa iskwew peyakwan pîtosipayowin. pîtos esi Iceland ekwa Lithuania sohki wiyasiwewin itôtamown, wiyascikewin, waweyina, itôtamowin waweyina, ayiwâk, eyakwanima okimânâhk kanâta nawasônahkik itôtamowin nisto kihci itôtamowina kinwâpahcikana (KPIs) ka-kaskihtâcik nâpew ekwa iskwew peyakwan ekota kanâta.<sup>47</sup> ohci nisto KPIs (nihcayihk itapi) kicikawina tawahikana ekwa namoya kâ-kî-iteyihtamihk ka-kaskihtahk nâpew ekwa iskwew peyakwan, tâskoc Lithuania kaskihtâcik osci iskwewak ekota STEM.

## **5: nâpew ekwa iskwew peyakwan-kaskihtahk nâpew ekwa iskwew peyakwan ekwa ka-sohkeyimihcikh kahkiyaw iskwewak ewka iskwesisak**

### **tâwahikana ekwa wâpahcikan**

#### **tâwahikan 5.1**

*sohkeyihtamowin:* katihtahk nâpew ekwa iskwew nôtinitowin ekwa mostâcihowin

*tâwahikan:* eyikohk iskwewak aniki e-kitimahikocik wîkimâkaniwâwa ekwa otihtinikewin *wâpahcikan 5.1.1:* âtiht ayisiyiniwak ka-wihtahkik e-kî-otihtinehcik nâway 12 pîsimwak

*wâpahcikan 5.1.2:* eyikohk iskwewak ekwa iskwesisak ka-itahtopiponecik 15 askiya ekwa ayiwak kâ-kitimahikocik pakamahohcik, otihtinihcik, ahpô kihkâmihcik isi ka-wîkimâcik wîkimakana nâway 12 pîsimwak

#### **tâwahikan 5.2**

*sohkeyihtamowin:* nâpew ekwa iskwew peyakwan isi onîkanewina ekwa pokweta itasiwewinihk

*tâwahikan:* ayiwâk iskwewak ka-nikânecik

*wâpahcikan 5.2.1:* eyikohk onîkânihtowina iskwewak ka-pimipayihtâcik

### **tâwahikan 5.3**

*sohkeyihtamowin*: kanâta ayisiyiniwak mâmawenamok atoskewina pihcâyihk wâskahikana ekwa peyakohehahona

*tâwahikan*: peyakwan mâmaweyinamowin osci ohpikinâwasowin ekwa peyakohehahon atoskewina

*wâpahcikan 5.3.1*: eyikohk tipahikan itôtamihk ekwa makîkway tipahikewin isi atoskewin ekwa nâkateyimihcik ayisiyiniwak

wâpahcikanak mâmaweyinamatohk ekota kanâta wâpahcikanihk osci miyo-itôtamowin kaskihowina namoya kwayask tâwahikana, ka-esi masinahahk Auditor General, masinahikewin anima namoya kwayask e-papikopitamihk âpacihtâhk anima GBA Plus.<sup>48</sup> mîna ekota tâwahikan 5.3, "peyakwan mâmaweyinamowin osci onîkihtomâwak atoskewina ekwa peyakohehahon atoskewina," tepiyahk masinahikewin osci 2015 astew. astew namoya mistahi kiskeyihtamowin isi wîhtamâtowin isi otastwakewak ispayin osci tanisi ka-meskocipitamihk nâpew mina iskwew peyakwan kanâta ekwa tânisi kwayask ka-osihtâhk misuwe askiy itôtamowin ka-atoskâtamihk anima UN enâkateyihtamihk osihcikewin kapihkohtamihk 5: *nâpew mîna iskwew peyakwan*. mitoni ôma pikwihtakwan, pihtaw osci anima okimânâhk kanâta wihtamâkecik isi wîtahpisomâcik Volunteer Canada, nohte sohkipitamwak ekwa ayiwâk wicihihtasowak ka-kaskihtahk isi anima enâkateyihtamihk osihcikewin kapihkohtamihk.<sup>49</sup> eyikoni CCWESTT, isi anima nâpew mîna iskwew peyakwan ekwa wicihihtâsowin ka-wihcikâtehk ota masinahikanihk, anima ayiwak tahkonikewin isi meskocipitamihk kîkway anima pehtahk iskwewak ekwa nâpew mîna iskwewak ayisiyiniwak ka-itôtahkik.

### ***sôniyâw tipahikewin osci namoya kwayask iteyihtamowina***

kîspin ka-ispayik osci ka-kahtinamihk nâpew mîna iskwew peyakwan, astew pikwihtamowin anima kanâta okimânâhk apihtikwe ka-ispayin kikway namoya ka-miywâsik ka-ki-minipicikâtew kîspin awiyak mistahi mestinikeci eyikwanima osci, pihci kotak esi ka-itôtahkik kaskihowin ka-ki-miyo ispayin ayiwak isi pikokikway. pihci isi kanâta, anihî sôniyâw ka-mikihk isi itôtamowina ka-itôtamihk ka-pitahk nâpew mîna iskwew peyakwan ekota Iceland wihcikâtewa, mîna kotak iteyihtamowin, ekoti Iceland 2011-2014 *nâpew mîna iskwew peyakwan* itôtamowin isihcikewin ekwa mîna 2016-2019 *nâpew mîna iskwew peyakwan* itôtamowin isihcikewin.

### ***namôya kwayask wihtamâtowin wawêyina***

mistêyihtâkwan pîkiskwâtowin âskaw namôya kinwâpahcikatêw ahpô namôya tâpowakêyihtamihk kâ-osihtâhk kwayask wawêyin êkwa itôtamowin wawêyin(a). êyikoni kâ-osihtâcik wawêyina itôtamowin âpihtikwê kiskêyihtamok kîkway kâ-ahkami ispayik, êkwa êyikoni wayawêyitimihk wawêyicik tâpitaw namôya wihtamowâwak êkwa namôya wîchihtâsowak. osci kwayask wawêyina êkwa itôtamowina wawêyina kwayask ta-itôtamihk, nitawêyihtamok wihtamâtowin êkwa asotamowin osci mihcêyit ayisiyiniwak kâ-nohtê wîchihtâsocik êkwa wihtamowihcik osci anima itôtamowin mâcipayik iskohk kîsipayiki kaskihowina kiskêyihtamowina.

ka-miyo kaskihohk pîkiskwâtowin wawêyin ascikâtêwa kaskihowina, kiskêyimâwak ayisiyiniwak, kiskêyicikâtêwa wihtamâkêwina, osihcikâtêw kwayask wayawê wawêyin, êkwa kiskêyihtamihk tânispihk ispayihowin nîkân itôtamihki. kwayask pîkiskwâtowin aniki okimânâhk atoskêwiyiniwak êkwa otastwakew ka-kiskêyihtahkik kâ-êsi atoskêyicik isi cimâsi ispayihowin kaskihowina osci anima itôtamowin wawêyin êkwa anihi kinwês atoskâcikêwina osci anima kwayask wawêyin. anima pîkiskwâtowin wawêyin poko ka-astêyik ka-mîkihk kiskêyihtamowin isi ayisiyiniwak, kâ-nohtê kiskêyihtahkik kîkway okimânâhk atoskêwiyiniwak êkwa otastwakewak kâ-wîcihihtâsocik isi wiyascikêwin wawêyin. tâskoc, isi anima kâkiskinohamât paminikewin isihcikewin, anima kiskêyihtamowin kâ-masinahikâtêk okimânâhk mahtâwi masinahikanohk namôya mistahi masinahikâtêw isi kîkway tahto wikamikohk wawêyin ka-askihtahk atiht anima \$247 million kâ-kahtinâcik. ôma kiskêyihtamowin kâ-kî-mîkihk isi okimânâhk isi anihi mâmawinitowina isi kâ-nitotamâcik sôniyâwa masinahikana, mâka kahkiyaw kiskêyihtamowina namôya masinahikâtêwa mahtâwinohk. mêkwâc namôya kwayask pîkiskwâtowin astêw isi ayisiyiniwak êkwa namôya mistahi kinwâpahcikêwin.

### ***namôya kwayask kinwapahcikewin wawêyina êkwa namôya sâpohtêwin***

nitawêyihcikâtêw ka-kinwâpahtamihk kîspin miyopayin anima otastwakewak mâwawi-pîkiskwâtowin, paminikewin wawêyina, pimipayihtâwin wawêyina, sôniyaw tipahikêwin wawêyina, êkwa pîkiskwâtowin wawêyina. anima kinwâpahtamihk wawêyin ka-kî-mâmawi-kinwâpahtamihk osci anima kâ-êsi-osihcikâtêk, wiyascikâtêk, êkwa ispayihowina osci tahto pêyako wawêyin osci anima ka-apacihtâhk kiskêyihtamowina kâ-kiskêyihtamihk ka-miyo itasiwâtimihk osihtâhki nîkân wawêyina. kinwâpahtamihk wawêyin pakitinikâtêw okimânâhk ka-ahtastacik ahpô ka-sohkastâcik tânisi anihi wawêyina ê-wiyastâhk. mistêyihtâkwan ka-kinwâpahtamihk anihi kaskihowina osci oki pêyako wawêyina êkwa ka-kanawâpahtamihk isi kâ-ispayiki. okimânâhk atoskêwina êkwa otastwakewak kaskihtâwak isi wiyâwâw wawêyin kaskihowina.

ta-kiskêyihtamihk, kawâpahtamihk kakaskihtâhk nâpêw mîna iskwêw pêyakwan, okimânâhk osci kanâta atoskahêwak anima Organization for manâcihcikewin wihcewâkanihtowin ekwa osihcikewin (OECD) ka-kinwâpahtahkik êkwa osihtâcik kinwâpahcikêwin osci anima masinahikan osihtâwin, atoskêwin osihtâwin, itôtamowina, êkwa itôtamowina anima okimânâhk osci kanâta ka-astâcik.<sup>50</sup> anima OECD astâwak kanâta itotamowin isi mâci miywâsiki itôtamowina êkwa masinahikan osihtâwin osci kotakwak OECD askîywa êkwa anihi masinahikana kâ-masinahikâtêki êkota 2015 OECD itascikêwin isi nâpêw mîna iskwêw pêyakwan pimâtisiwinihk. anima itasinahikan kâ-masinahamihk ikospîhk 2018 ohci anima OECD astênwa niyânan wihtamâkêwina ka-êsi kahtinamihk nâpêw mîna iskwêw pêyakwan êkota kanâta. anima OECD itasiwêwak "ka-miywâsin ka-osihtâhk misi-itotamowin osci nâpêw mîna iskwêw pêyakwan kwayask ispitamihk, itascikâtêk êkwa pimipayihtâhk nâpêw mîna iskwêw itôtamowina nîkân."<sup>51</sup>



## ***kihtwâm itôtamihk wâsikâpayin***

mâcihtâhk anima wâsikâpayin pêyakwâw êkwa pîkiskwâtihcik otastwakewak pakitinipayin osci wihtamâkêwin kâ-ispayik kaskihowin ahpô anihi nakinikêwina osci ta-itôtamihk anima okimânâhk pônipayiwin wawêyin êkwa/ahpô itôtamowin wawêyin. oma pîkiskwêwin poko ka-itôtamihk nîkân anima okimânâhk osihtâtawâw oski wiyascikêwin wawêyin, itôtamowin wawêyin, atoskêwin wawêyin, sônîyâw tipahikêwin wawêyin, pîkiskwêwin wawêyin, êkwa kinwâpahcikêwin wawêyin. Sihtoskâtowin wihtamâkêwin osci otastwakewak kâ-kî-wîcihêwak okimânâhk kanâta ka-kiskêyihthakik kîko itôtamowina ka-mâci miywâsiki osci kinwês nîkânihk, misawê kaskihowina, namôya ka-mîstinikêcik êkotawihk namôya tâpwê kâ-miywâsiki, êkwa êta sônîyâw mîkowin ohpimê ispitamihk osci itôtamowin namôya kwayak kâ-ispayiki.

osci anima kaskihowin isi kinwâpahtamihk ispayihowina osci kahkiyaw pokwâwiyak kocihtâwina, nitonahkik wihtamâkêwin osci otastwakewak ka-wihcikâtêwa kâ-êsi sohkahki ahpô kâ-êsi kîcikâwa êkota okimânâhk osci kanâta wawêyina. okimânâhk ka-ahkami itotamok kîkwaya kâ-miywâsiki êkwa ka-atoskâtamwak anihi mâkîkway kâ-astêki êkwa kâ-nakinikêyimakahki isi kaskihowina kinwês nîkân itôtamowina. anima kinwês nîkân miyopayiwîn osci kwayask wawêyin mamisîtotamihk isi ka-osihthâhk êkwa pimipayihtâhk miywâsiki atoskêwina isi otastwakewak kwayask ka-asotamâkêcik, wîcihihtâsowin, êkwa atoskâtahkik nîkânihk paminikewin waweyina ekwa itôtamowin waweyina. pîkiskwâtowin anima kawîcihikwak okimânâhk ka-osihthâcik ayiwâk kwayask itasiwêwina kanâkatohkecik kanâkateyimâcik kahkiyaw otastwakewak.

## ***kahkiyaw***

namôya kwayask, okimânâhk osci kanâta itôtamwak êkwa wanipitamwak kwayask ka-astâcik miywâsiki itôtamowina isi wawêyin. ka-kaskihtâhk nâpêw mîna iskwêw pêyakwan kanâta, mistêyihthâkwan osci kanâta okimânâhk ka-nitonahkik êkwa nitohtahkik isi tântê êkwa tânisi kotakwak askiya êsi kaskihtâcik nâpêw mîna iskwêw pêyakwan êkwa tânisi êsi tâpitaw êsi kaskihtâcik. kanâta poko kwayask ka-pîkiskwâtacik okimânâhk osci Iceland êkwa Lithuania, anima akâmaskîhk wîtahpisowin, êkwa iskwêwak osci anima SETT mâmawinitowin osci kanâta, ka-pîkiskwâtâcik êkwa ka-nitohtawâcik wihtamâkotwâw.

mâci nistam kinwâpahcikêwin êkota misiwihthe na.pew ekwa iskwew pîtos oyahkikewin masinahikan kâ-masinahamihk ikospîhk 2022 itastêw ka-nôcihikowak miskinâk ministik 59 askiya ka-kaskihocik nâpêw mîna iskwêw pêyakwan pihci ka-kaskihocik piyisk 2030. kanâta namôya nîkânîstamwak mêskocipayowin ayinânêw askiy nâway ikospîhk kâ-tâpwihtahkik, isi onîkânêw askiy, ta-wiyastâcik anima UN 2030 kawînâkateyihthakik ohci enâkateyihthamihk osihcikewin êkwa ka-pîtâcik nâpêw mîna iskwêw pêyakwan kanâta. wâpahcikâtêw ôma pihtaw kanâta ê-nihci sôskipayik pihci kotakwa askiya kâ-kipahahkik nâpêw mîna iskwêw pêyakwan nohtîpayiwîn. Ikospîhk 2022, kanâta nihcipayin isi 25th ayâwin pokwêti akihcikêwinihk; mâka ayiwâk mistakihtêyik ôta kîkinâhk, pêyak namôya kakî wâpahtam kiskeyihthamowin anima nâpêw mîna iskwêw pêyakwan ê-kî-kaskihohk kâkinwâpahtamihk

kiskêyhtamowin mihcêyit askiya pihci nâway mâwacihtâhk osci iskwêwak SETT, wâwês êkotawihk sohki atoskêwinihk.

kayâs nâway, kanâta kîkaskihtâwak kanîkânêcik êkwa sôniyâw mîkiwin kapêtâhk pêyakwan isi anihî nîso kanâta pîkiskwêwina kânistowinamihk: akayâsîmowin êkwa mistikôsîmowin. ayiwâk miywêhtamihk, okimânâhk kanâta wîtahpisômêwak okimânâhk Northwest Territories kapêtâcik anima nistowinamâkêwin namôya têpiyâhk akayâsîmowin êkwa mistikôsîmowin isi nistowinamihk pîkiskwêwina mâka mîna kikâ-mitâtaht (9) iyiniw pîkiskwêwina kâ-pîkiskwêhk êkotî Northwest Territories (NWT). kîspin kakahtinamihk kaskihowin kaskihowin 5: nâpew mîna iskwew peyakwan, okimânâhk kanâta poko pêyakwan ka-êsi nîkânêcik, sôniyâw asotamowin, êkwa pimipayicikêwin êkota kihci-okimânâhk, kâpiskihastahk, ekwa wayawîtimayi askiya (FPT) ayâwin kâ-êsi itôtahkik ka-pêtâcik pêyakwan isi kanâta nîso nistowinamihk pîkiskwêwina êkwa anihî iyiniw pîkiskwêwina osci NWT.

## epakamiskamihk tânsi kesihwâk

### itôtamihk wîcihitowin ekwa itôtamowin peyakwan

itôtamihk wîcihitowin ekwa itôtamowin peyakwan anihî misteyihtakwahki âcimowina misiwe CCWESTT's nitonikewin. itôtamihk wîcihitowin anima wihcikâteyik isi asotâmowin isi kîkway namoya tâpwe kinwâpahtahkik wikamikwa itôtamowin isi pihcâyihk mâmawinitowin.<sup>52</sup> itôtamowina ekwa ispayihowina anihî namoya tâpwe itôtamihk ekwa peyakweyimisowin, ekwa osci kakinwâpahtamihk poko. peyakwan itôtamihki, itôtamowin peyakwan atoskewin anihî itôtamowina ekwa itwewina tâskoc itôtamihk peyakwan atoskewin mâka âhkami pakitinamihk itôtamowina namoya miyo ispayiki ita kâ-ayâcik, atoskewinihk, ahpô pimâtisowina eyikoni kaki mâyi-itôtawihcik.

*"ayiwâk kaki itôtamihk atoskewikamikohk pihci ayisiyiniwak kameskocipayicik."*

*– kâpisiskeyimiht mâmawi owîcihiwew*

pîkiskwewina ekota CCWESTT's masinahikan pikiskwâtowin ekwa kinwâpahtamihk mâmawinitowin wîhtamwak mihcet iskwewak ekwa nâpew mîna iskwew pâpîtosî ayisiyiniwak namoya cihkeyihtamwak anihî EDI mâmawi-âpiwak (mihcet ayiwâk ati ihtakowak pihcâyihk mâmawinitowin atoskewina) ekwa otatoskewiniwâwa. mihcetwâ, wîcihihtâsowak ka-atoskecik omatowihk mâmawinitowina tâpitaw tawîskamwak nakinikewin kakwe meskocipitahkik kîkway. tâskoc, wîcihihtâsowak ekota CCWESTT's kinwâpahtamihk mâmawinitowin itwewak eyikoni kawîcihâcik ayisiyiniwak pihcâyik atoskewikamikohk anihî kamâci ayimisicik ka-itôtamihk waweyina. ôki atoskewak namoya mistahi ayâwak tipeyihcikewin kameskotastâcik kîkway osci atoskewak, okiskinwahamâkewak, ekwa kotakak atoskewa. ayiwâk, misi-atoskewikamikwa, mâmawinitowin atoskewikamikwa, etc. kotakak tâpitaw astâwak itôtamowin isi iskwewak ekwa nâpew mîna iskwew pîtosî ayisiyiniwak (isi wîcihihtâsowin mâmawinitowin ekwa namoya tipahamahcik atoskewin) ka-nayahtahkik ôma ka-osihtâcik nâpew mîna iskwew peyakwan atoskewikamik. ispayin ekwa ayiwâk atoskewina osci iskwewak ekwa nâpew mîna iskwew pîtosî ayisiyiniwak, osâmi atoskahihcik ayiwâk ka-esi kâskihtâcik, mâka namoya mistahi sohki pimipayicikewin kameskocipitahkik kîkway.

tâpwe, wîcihihtâsowak mosihtâwak anihî kihci-okimânâhk, kâpiskihtahastahk, ekwa wayawîtimayi askiya okimânâhkwa kaki astâcik ayiwâk EDI itôtamowina misiwe ekotawihk. wîhcikâtew anihî okimânâhkwa kâkî nikânecik ekwa osihtâcik itôtamowina ispayihowina ikospihk mâmawinitowina namoya kakaskihtâcik EDI tâwahikana. tâskoc, sôniyâw tipahikewin kâkî mikihk kîspin tâwahikâtewa EDI kîkwaya. okimânâhkwa kâkî nitotamâcik kaskihowina osci okimânâhk masinahikewina pokweti ka-atoskehk. apacihtâhk anihî kapakamiskamihk itôtamowina nistam kâmâmiskotamihk, okimânâhk wîcihihtâsowin ekwa poko itôtamowina kamiyo itocikâtew ôma itôtamowin kîkway osci pakamiskamihk ispihimk itôtamowin.

EDI masinahikewina kawihci ispayinwa itôtamowin mayaw wikamikwa makîkway ayâwaw kawiyastâcik itôtamowina osci kakaskihtahk nâpew mîna iskwew peyakwan. wiyastahk kihcinâc EDI tâwahikana ekwa kwayask pîkiskwâtowin, wiyastâwin, ekwa kinwâpahtamihk waweyina miywâsinwa kapatahamihk itôtamowin wîcihtâsowin ekwa peyakwan ayakisowin. astewa pikwihtamowina osci wikamikwa ka-apacihâtâcik EDI masinahikewina ekwa itwewina mâka namoya askohamwak EDI tâpwehtamowina kanitaweyihtamihk mistahi (e.g., iskospihk kihkâtowin, masinahikewin, kitimahtâsowin, wisaki nawacihitowin, kohkosiwin, ayiwak).

astew nitaweyihtamowin osci misteyihtakwahk peyakwan ayakisowin, pitosiwin, ekwa pihtikweyiwin (EDI) kahkiyaw pokwihti mîna ekota K-12 kiskinwahamâtowikamikwa, kihci kiskinwahamâtowikamikwa, ekwa pokwâwiyak ekwa peyakwan ita SETT atoskewikamikwa. mistahi nitaweyihcikâtew osci namoya kiskeyihcikâteki atoskewikamikwa ka-asotamâkecik isi EDI tâwahikana, tâskoc ka-âpacihtâcik âpacihtikana e-ayamihahk tâskoc âpacihtowin ekwa itôtamowin wîcihtâsowin. âpacihtowin anima ewihcikâtek tâskoc waskawewin ahpô itôtamowin itocikâteyik osci namoya kiskihkeyimowin ekwa tâskoc kwayask itôtamihk. iskwewak tâpitaw makîkway ayâwak pîkiskwewin kameskotastâcik kîkway ekwa ahâwak isi onîkânnewak mâka m<sup>^</sup>akikway sîhtoskâtowin ayâwak osci wikamikwa. iskwewak kânîkânecik kâkî meyhicik kaskihowin kawiyastâcik itôtamowina ekwa meskocipayiwin ekwa kasîhtoskawihcik ka-esi atoskecik. sîhtostacikewina ka-osihtahk ekwa itôtamihk osci iskwewak ekwa kotakwak namoya kakinwâpamihcik anima misteyihtâkwan kakahtinamihk nâpew mîna iskwew peyakwan atoskewikamik.

## **kiskinohtahiwewin**

kiskinohtahiwewin metoni ekihceyihâtakwak epîkiskwâtamihk kape anita CCWESTT nitwâcihtwâwin. kiskinohtahiwewin ekwayaskohtakwak isi kiskinohtahiwewin ehohtinamâket enakacihtât ayisiyiniw anita atoskewinihk ahpô mâmawinitowinihk. kiskinohtahiwewin metoni nitaweyicikâtew ka-osihtâhk nâpew ekwa iskwew peyakwan paminikewin ekwa miyonohk ayâwin atoskewinihk ohci aniki ekâ kâmiyokanawâpamihcik. kiskinohtahiwewin ayâw kwayask sîhtoskâwiwewin ekota kâwî-pehatoskecik iskwewak ekwa nâpew mîna iskwew pahpîtos isi ayisiyiniwak anita atoskewinihk. namoya kâmiywâsik ohci kiskinohtahiwewin ekînatonikehk, tâpiskoc ekâ kihcisâyâwin ohci kiskinohtahiwewin pamihiwewin ekâ etipahikehk ohci atoskewin ekwa ayiwâk ehatoskehk ekwa nâpew mîna iskwew pâpîtos ayisiyiniwak.

*"pihcâyihk ohci sihtoskâtowin (kiskinohtahiwewin) metoni kihcinâ sohkâtisiwin ohci aniki kâwîpehatoskecik mâmawi iskwewak. kamiyopayin 'kwayask kespinatamihk nîkân isi' – kakiskeyihtahkik kotakak ohci sohki kocîwina-kaskihowina. metoni mamâhtawihâtowin."  
– kâpisiskeyimiht mâmawi owîcihiwew*

pihcâyihk ohci sihtoskâwewin metoni nitaweyicikâtew ekwa mamahtawiwani ohci aniki kâwîpehatoskecik iskwewak ekwa nâpew ekwa iskwew pîtos isi ayisiyiniwak. kîkiskeyihtakwan anima kiskinohtahiwewin isihcikewina anima nanitawisi

kânakacihtâcik iskwewak ekwa nâpew ekwa iskwew pahpîtos isi ayisiyiniwak kamâtinamâkecik okiskeyihtamowiniwâw ekwa sohki kocîwiniwâwa. ômatiwa kiskinohtahiwewin ekwa sîhtoskâwewin astewa miyonohk ayâwin ohci anika namoya kânakacihtâcik iskwewak ekwa nâpew ekwa iskwew pahpîtos isi ayisiniwak kâpîkiskwâtâkik pîkweyihtamowina ekwa piskeyihtamowina kâpakamiskâkocik atoskewinihk ewihtamawâcik enakacihtâyit ekota owîcihiwewa ahpô mâmawinitowin. tâpeyihtamowin anima "iskwewak poko ayâwin" ekîmâmiskohcikâyehk kiskinowâpahtihiwewin ka-osihtâhk kinwes-isi miyowihcetowin ohci kotakak iskwewak ekwa nâpew mîna iskwew pahpîtos isi ayisiyiniwak, ekwa kasihkimiwehk ohci wîtâpismômitowin.

ewakomîna iskwew ekwa nâpew mîna iskwew pahpîtos isi ayisiyiniwak anita kanîkânapicik ka-atoskahiwecik wehcasin mâka nihtâweyihtamowin ohci atâwewikamikwa ekwa mâmawitowin pîtos kesimâmitoneyihtahkik tân'hi ka-atoskahâcik. misawâc, kwayask ehâsichikâtamihk kiskinohtahiwewin enitaweyihtamihk. owîcihiwewak kiskeyihtamwak kiskinohtahiwewin isihcikewina poko kastehk peyakwan ekwa aspihtaw iyikohk kanitawâpenikehk iskwewak ekwa nâpew mîna iskwew pahpîtos isi ayisiyiniwak. kîspin ekosi, kanâkateyihtamihk meskocipayiwewin ekwa kamâmiskohtamihk piskeyihtamowina poko tatôtamihk kesi miyopayik ohci kiskinohtahiwewina.

mekwâc kiskinohtahiwewin emiyo-âpatahk ekwa mamâhtawahk, kâkî-ispayin ekâ kihcisâyâhk kiskinohtahiwewin kahkîmayitohcikaniwan ekwa kananihkâtisiwan. astewa ekiskeyihtakwak namoya ehayâk kwayask isi isihcikewin anita ohci kiskinohtahiwewin etipahâmâcik ekwa kîspinomâkosihk. mihcetwâw atoskewin ohci kiskinohtahiwewin ehâtôtahkik enakacihtâcik iskwewak ekwa nâpew mîna iskwew pahpîtos ayisiyiniwak anita mâmawitowinihk ahpô atâwew'kamikohk, kisewâtisiwin ekwa kesinâkateyimihcik aniki kawîpehatoskecik piskeyihtamowina kapakamiskâkocik ohci aniki kâkiskinohtahikocik. ôma kihcisâyâwin kiskinohtahiwewin ayiwâk itakon atoskewin ohci kanakacihtâcik iskwewak ekwa nâpew mîna iskwew pahpîtos isi ayisiyiniwak, ekwa omekiwiniwâwa ka-osihtâhk ayiwâk emiyopayik emâmawehticik iskwewak ekwa nâpew mîna iskwew pahpîtos isi ayisiyiniwak anita kiskinohtahiwewin epatâmaihecik ekwa kîspinamawihcik. kakiskinowâpahtihiwewin kiskinohtahiwewin ispihteyihtakwaon kawîtipeyihtamihk ahpô nîkânîstamihk atoskewina, tâspwâ ekâ kakihcistâhk kiskinohtahiwewin nakacihtâwin kapimpayitâcik kânakacihtâcik iskwewak ekwa nâpew mîna iskwew pahpîtos ayisiyiniwak patahpahcikâzew kakîmayitôtâcikâzew otatoskewiniwâw ôte nîkân.

### **ekâ etipahikehk ohci peyakwan isi ohci atoskewin**

ekâ kâsôniyâkâtamihk piskiht atoskewina ekîpimpayitâcik iskwewak ekwa mihcetwâw omatwa atoskewin ehâtamihk ekwa ewâpahtamihk isi iskwewaya ekwa tepiyâ ohci iskwewak. iskwewak ekwa nâpew ekwa iskwew peyakwan kâ-atoskawâcik ekâ kâsôniyâkâtamihk piskiht atoskewina ohci anihî kâpeyakwan paminihcik oyahowewin tâpiskoc pîtâtowewak, iskwewak ka-ohpikinâwasocik (ekwa tâpiskoc, wayawîtimâyihk ohci nâkateyimiwewina), ekwa-ahpô iskwewak ekâ kîkway

ehasteyik anita kâmasinahikâtehk kahkîpehatoskeyan tasi. nâkateyihtamowin kanîkânîstaman meskociwepinikewin kîhâtascikâtehw ohci okimânâhk ekwa kâ-sônîyâkehk piskihtastewina ekwa ascikâtehw anita ekâ kasônîyâkehk mâmawitowina – ekâ kasônîyâkehk mâmawinitowina (NPOs).

ekâ ka-sônîyâkehk piskihtastewina ekosi atoskahâwak kapaminahkik nanâtohk mâmawinitowin meskwacipayina (asci mîna mâka namoya tepiyâ nâpew mîna iskwew peyakwan isi, kitimâkisiwin, nâpew mîna iskwew mâytôtamowin, mîciwin, ekwa wâskahikan ekâ wehtinâ ayâwin). mekwâc, NPOs nîkânîwak ayâwin tâpiskoc peyakwan isi ohci atoskewin, pâpîtos isi, ekwa kahkiyaw ohci atoskewin, mîciwin kâmekihk, ascî miyo-mahcihowin apacihcikana. ekâ kâtipahikehk atoskewinihk katâptawipayihtahk anita NPO piskihtastewina mâmîsîtotamwak iskwew atoskewin ekwa nâpew mîna iskwew peyakwan isi ayisiyiniwak ekâ kwayask kâtipâmâcik ekwa e-osâm-atoskahihcik.

ka ihtateyicikehk ihtakon kîspin nahihkohk sônîyâw, NPOs ekwa kotatak otatoskewina kakaskihowak pîtos kesi pimpayicikecik ekwa kapihkohtâwak EDI kesi ispayik ohci iskwewak anita SETT atoskewina. ôma naspisihcikewin namoya miywâsin ahpô kakînâkateyihtamihk pihci ehayimâk meskociwepinikewin. kapihkohtâhk EDI ispayiwina, meskociwepinikewin nitaweyicikâtehw. mâmâwitowina, tâpiskoc CCWESTT, etipahikestamâcik ohci meskocwepinikewin atoskewin namoya kaskihtâwak ekosi kesihcikecik meskocwepinikewin, wâwîs kîspin ka-apacihcîcik kehcinâ meskocwepinikewin kânitaweyihtamihk. sôhkisiwin kapetâk meskocwepinikewin kanawâpamikwak okîmânâhk ekwa okimânâhk-nîkânapiwak. ayâwak sohkapîwin ka-osihtâcik enihtâweyihtakwak wiyasiwewin ekwa kahkiyaw awiyak ohci pimâtisiwasinahikan, ekwa kakanawâpahtamihk ekwa kasohkapacihcîcik ketôtamihk.

atoskewinihk tasi, mihcet ohci nâpew ekwa iskwew nawâc astamihk kâpaminihcik, nâpew mîna iskwew-peyakwan isi paminikewin anima atoskewin kiyâm ekâ etipahamâcik kâ-mekicik. mâcikôcîcak, EDI otapiwak, atoskewin kâpisiskeyihtahkik, onitwâcihtâawak, ayiwâk, ehâsikanawâpamihcik isi "iskwew atoskewina." EDI atoskewin ômatwa e-isi-kanawâpahtamihk isi "ayiwâkes" ekwa namoya pahki atoskewin tepeyimowina ekwa tipitôtamowina kehcinâ. atâwewikamikwa ekwa kihcikiskinohamâtowina ewîcihikocik ohci iskwewak ekwa nâpew mîna iskwew pahpîtos isi ayisiyiniwak ekâ kâtipâmâmiht, kîspin tâpwe iskwew ekwa nâpew mîna iskwew isi pîtos ayisiyiniwak ka-otinahkik nâpew mîna iskwew peyakwan atoskewin.

*omasinahikehâwew kakwecîkemowina wihtamâkewina:  
kîkwâya nakinikewina otatoskesak ayâwak kawîtâpisômâcik ERG-itowa  
mâmawi ahpô kakisâtahkik kawîcihiwecik ômatiwihk mâmawiyatihk?  
"kanahipayik kesi-asotahkik kawîcihiwecik ekwa-ahpô kamosci-sehke-  
atoskecik; kanistawinawihcîcik ohci miyo-atoskewin."*

kanistawinaman nakinikewina iskwewa kanîpawistamawât mînowin ispî mâmawehâtowin emînôt ohci kisipayihcikewin COVID-19, CCWESTT nistawinam ekâ mistahi nakacihcîcikewin pihci SETT mosci atoskewin kocîwina. kînistawinâkwana anita pimâtisiwasinahikan mâmawinitowin, pisiskeyihtamowin ka mâmawiyâhtik, ekwa

omasinahikehâwew kakwecîkemowina wihtamâkewina nitwâcihtwâwin. ewako peyakwan kamosci atoskehk kanohtepayik kawâpahtahkik nânapô Volunteers Canada ekwa Statistics Canada.<sup>53</sup> kasôhkimînôt SETT ekwa kihci mâmawehâtowin kamînôcik kocîwin namoya kakî-mamisiwak iyinito iskwew pimpayicikewin ekâ kâtipahamâcik ohci atoskewin.

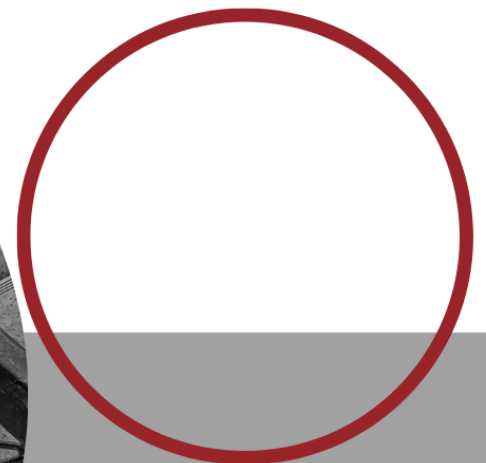
*"kakaskihtâcik pikwâwiyak katawistamâcik kamekit.  
namoya atoskewin tepiyâ wiya iskwew katôtahk."  
- kâpisiskeyimiht mâmawi owîcihiwew*

anita kâsôniyâkehk SETT atakwewkamikwa, iskwewak ekwa nâpew mîna iskwew pîtos isi ayisiyiniwal kâkî-wâpamisowak esîhtoskâhkik ohci kahiyaw peyakwan atoskewin. osâm mihcetwâw iskwewak ekwa nâpew mîna iskwew pahpîtos isi ayisiyiniwak ekosi ehâsisihtoskawecik ayiwâk ekwa wahyaw tahto kîsikâw atoskewin nâkateyihtamowina, ekota ohci nestowisiwak ekwa ayiwakes mâmitoneyihcikan ekwa namoya etipahamihk otatoskewin. ekosi kâkî-ispayin kananekâminamihk EDI kapîkiskwâtamihk ekwa -ahpô kasihtoskawihcik namoya esîhtoskawihcik atoskesak namoya emasinahamihk, ahpô isi otatoskesak-enîkânîstâhk (ERGs) mâmawinitowin(a). mihci masinahikehâwewak sihtoskamwak otatoskesak kamosci-atoskecik isihcikewina, ita otastokesak ewîcîtasocik namoya etipahamâcik anita SETT mâmawinitowin. masinahikehâwewak kîkakwecihkemowak ewako ôma kâhitôtamihk emâmawi-miyopayik ohci tipeyawehohk, emiskohcikâtehki ispayihowina miyweyihtakwan ekwa kispinamâsowin ohci otatoskesak, wâwîs ispî atâwewkamikwa emekicik katipahikehk ekwa ka ataminamihk okocîwiniwâwa.

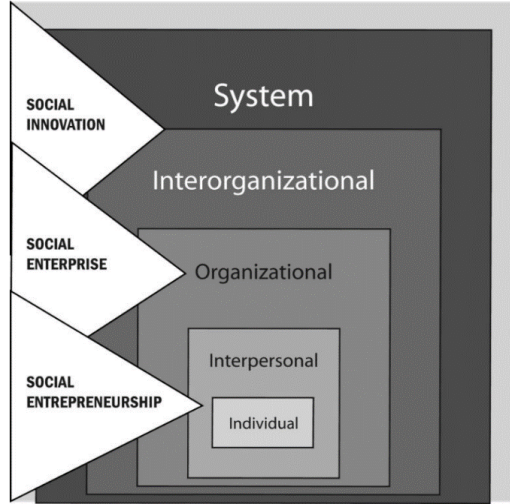
## **miyopayitowin osci ayisiyiniwak, ispimihk, ekwa atamihk-kikway ekwa ka-itotamihk**

*"tânisi oma ka-esi-meskocipitamahk anima misiwe pimipayicikewin, pihci tepiyahk ka-sihtoskawihcik iskwewak?"  
- kâpisiskeyimiht mâmawi owîcihiwew*

ikospihk 2022 pimâtisiwasinahikan mâmawinitowin, CCWESTT wiciwiyiniwak kwayask itwewak e-nohte wâpahtahkik oski-itôtamowin isi nâpew mîna iskwew peyakwan ekota misiwehk SETT atoskewinihk. kinwâpahcikewak wîsatwâw eyikosi itwewak. nâway nisto askiya, anima kinwâpahtamihk tâpitaw osci miyopayiwîn osci ayisiyiniwak itôtamowina ka-sihtoskawihcik iskwewak ekwa peyakwan-nitonikewak itôtamowiyiniwak ka-tipisihk ekota mekwâc SETT atoskewinihk.<sup>54</sup> anima mâmawiyiniwin itwewak e-nitaweyihtahkik ohpime itôtamowin ohci peyakwan isi misiwe pimipayicikewin itôtamowin, mîna ayiwâk kakinwâpahtamihk atamihk wanipayihowina ekwa peyako itôtamowina. ôhi itôtamowin poko nîso isi ispihcâki ekwa misiwikamikwa akihcikewina. namoya wihcasin ôma meskanaw, ka-esi wîhtahkik aniki kinwapahcikewak wichihtasowak ekwa ka-masinahikecik. SETT iskwewak ekwa nâpew mîna iskwew pîtosî ayisiyiniwak ekwa anihi SETT misiwewikamikwa/atoskehâwewak miskamwak nakinikana isi meskocipayiwîn pihcâyihk misiwikamikohk. âtiht nakinikewina anihi maskâwâwa, ekwa kotakwa astewa pihcâyihk masinahewin osihcikewinihk. namoya-osci-sôniyâhkewina, misi-atoskewina, ekwa okimânâhkwa asotamwak isi e-pakamiskamihk tanisi kesihwâk atoskewin-isi EDI mâmawi wîchitowak ekwa itôtamowina-mâka poko pîtos ka-itôtamihk kîkway ohci atoskewin peyakwan ekwa wîchitowin isi sohki-waskawewin. ka-itôtamihk ôma, pôko ka-misi-kinwâpahtamahk kiyohkewin itôtamowin (kinwâpahta kinwâpahcikan 4).





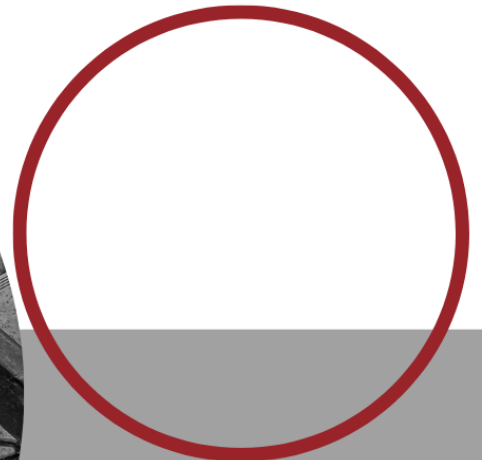
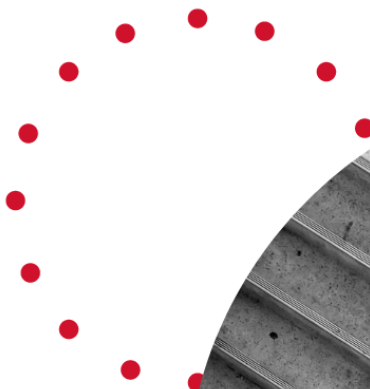


kinwâpahcikan 4: misiwewin kinwâpahtamihk miyo-itôtamowin.<sup>55</sup>

kiyohkewin ahtisihcikewin

kiyohkewin atoskewin  
kiyohkewin atoskahiwwin

paminikewin  
tastawâyik mâmwawinitowin  
Kwayaskascikewin  
tepeyawihowin  
peyakwâtisiw



tâpitaw SETT pîkiskwestamâkewin âpacihcikewina ki-osihtahk isi kiyohkewin atoskahiwwin ekwa kiyohkewin atoskewin, e-kinwâpahtamihk miyo payitowin ohci ayisiyiniwak kihtwâm osihtahk itôtamowin ka-kinwâpahtamihk peyak ispihcâk itôtamowin.<sup>56</sup> eyakwa ôma ekota mâmawinitowinihk, pihcâyihk kiskinwahamâtowikamikohk, ekwa/ahpô mâmawinitowin. mâka apihtikwe kotak kaskihowin, eyakwa ôma âskaw poko wicihitâsomakan ayimihowin, ekwa namoya itamihk itocikeyimikan. tâpwewin kiyohkewin miyo-itôtamowina astewa wikamikwa ekwa kiyohkewin misiwewin meskocipayiwin ekwa ka-ki-ispayin kiyohkewin sasîpihtamowin.<sup>57</sup> Westley ekwa Antadze wîhtamwak ikospihk kiyohkewin miyo-itôtamowin astew misâk ekwa/ahpô sohkahk mosihtâwin, kâkî-misiwanacihcikeyimikan ekwa sohkipicicikewin-mayamihtayimikahk anima kiyohkewin misiwewin ekwa kiyohkewin wikamikwa ita ayisiyiniwak kiskinwahamâsocik, atoskecik, ekwa wîkicik. ôma ekwa ka-osihtawimikan misiwewina meskocipayiwin isi mosihtamakahki anihi mamikiwin osci sohkepayiwin ekwa âpacihcikana, ekwa anihi tapowakihtamowina ka-osihtahk eyikwa misiwewin ekwa anihi wiyasiwewina, askohkewina, ekwa itôtamowina ka-pimipayihtahk eyikwa. kîspin SETT pîkiskwestamâkewak nohte wâpahtamwak misiwewin meskocipayiwin, poko pîtos ka-itôtahkik kiyohkewin atoskahiwwin itôtamowin isi kinwâpahtamihk e-pakamiskamihk wiyasiwewina isi wikimakwa atoskahiwwak, enotinahkik misaki wikamikwa ekwa ayisiyiniwak nakinikana ka-nakinamihk tâpwe meskocipayiwin (kinwâpahta kinwâpahcikan 4).

wikamik atoskahiwwin nohte ahtohtitaw kiyohkewin miyo-itôtamowin ohci peyak ayâwin kaskihowin isi kotakihk e-âhkami pakamiskamihk itamihk isi mâmawikiskeyihtamowin isi pimâtisiwin kiskeyihtamowin ekwa pîtos mosihtâwin. ôhi miyo itôtamowina nistawinamwak epe-itakoteki kîkwaya ekwa mawihtamwak ikospihk meskocipayiwin ka-itôtamihk. osihtâwak onîkânewin kaskihtâwina kanistawinahkik ekwa waskawihcâk kâ-asteki ekwa kihcinâc wâhkohtowina ekwa âpacihcikana (isi miyo payitowin osci ayisiyiniwak itôtamowina) kâ-kî-wicihitâsomakana ekotawihk ispihmik ayâwina ita kinwes meskocipayiwin ka-osihcikâteyik.<sup>58</sup>

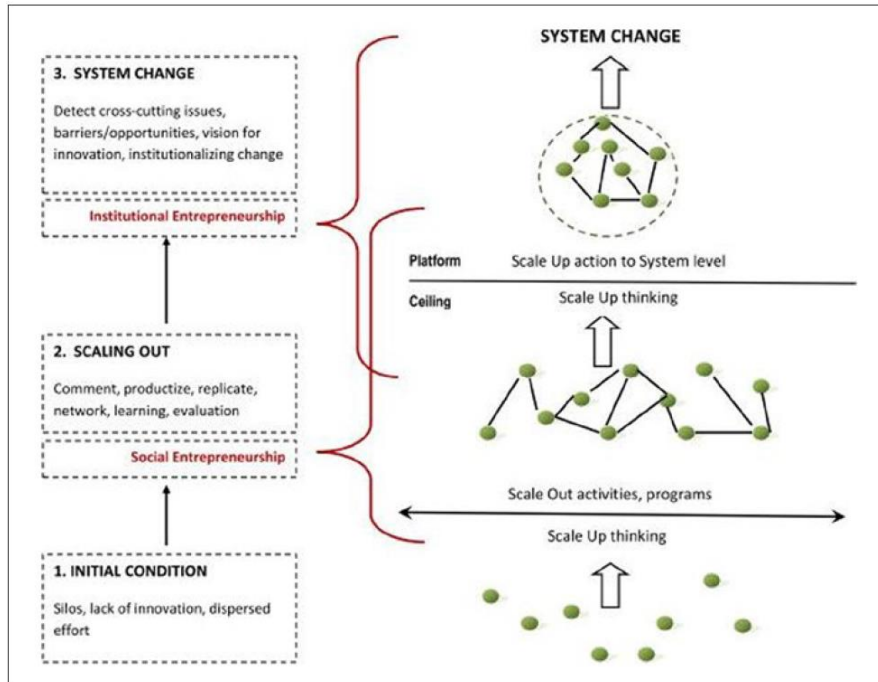
## **kâwâpahtihewehk natonikewin**

### **Women Unlimited: mâmawinikewin ohci kiyohkewin ahtisihcikewin**

Women Unlimited isihcikewin anita Nova Scotia Community College (NSCC) pîkiskwestamawewak kahkiyaw kawîcihiwecik iskwewak anita otatoskewin ekwa mamâtaw âpacihcikana. Women Unlimited kiskinohtahiwwin ispihteyihtakwak ekwa ekota astewa ahkam pamis.takewina ekwa sihtoskâkewina. asci kasihtoskawihcik iskwewak ohci kamasinahikehk isko atoskewinihk kanatonahkik. Women Unlimited ayâwe kinwes astotamâwin kasihtoskawât iskwew kahkiyaw otatoskewiniwâw pimohtewiniwâw asci atoskewin kamiciminâhkik. metoni nîkân ekîmâcipitahkik nîwo namoya ka-sôniyâkehk mâmawinitowina ekwa ekî-isihcikâtehk kohcipayik otohtemitowin mâcipayicikewin kaskihowin peyak ohci ekwa mâmawinitowinihk tasi, Women Unlimited kiskinohtahiwwin kî-âpacihtâwak meskociwepinikewin tapehâhtamowina kanistawinahkik ekwa kapîkiskwâtahkik

manacihikewin, kiyohkewin, ekwa kihcikiskinohamâtowin nakâhikewina kanakinokocik iskwewak kahkiyaw kawîciwecik anita otatoskewina ekwa mamâtaw âpacihcikana anita Nova Scotia. kiskinowâpahtihewak ita emamawi-mâmawinitowina mâmawinikewin enitaweyihtamihk ohci otohtemitowin ahtisihcikewin.

CCWESTT tapohkeyihtam ômatwa kiskinohtahiwewin kakî-osihcikahtehk anita kâ-mâcipitahkik wîtatoskemitowina ekwa emâmitoneyihtahkik meskocwepinikewin anima emiywâsik ehâspihteyihtakwak kayakkohtitahk.



kinwâpahcikan 5: miyopayitowin ayisiyiniw isi epakamiskamihk wiyasiwewin<sup>59</sup>

### atoskewina meskociwepinikewin

#### 3. atoskewin meskociwepinikewin

miskawâtâw mâmeskoc  
 piskihteyihtamowina, nakâhowina-  
 nahipayiwina, kawâpahtamihk  
 ahtisihcikewin, nakâskamohike  
 meskociwepinikewin  
 kiskinohamâtowikamik mâmawisihcikewin

**tânsewîtôtamihk** epakamiskamihk  
 wiyasiwewina itôtamowin isko paminikewin  
 pahpeyakwan  
**ispimihk** epakamiskamihk wiyasiwewina  
 mâmitoneyihtamowin

#### 2. miyopayitowin ayisiyiniw

ehâtwehk, pamîstâkewin, naspasinahikan,  
 wîtâpisomitowin, kiskinohamâkosiwin,  
 kîkway koyakihtamihk  
 kiyohkewin mâmawisihcikewin

miyopayitowin ayisiyiniwak otôtamowina,  
 isihcikewina  
 epakamiskamihk wiyasiwewina  
 mâmitoneyicikewin

#### 1. nîkânisi isâyâwin

nahascikewin, namoya mistahi  
 ahtisihcikewin, pikwihte kocîwn

mâmawinitowina omisi katôtahkik ohcitaw poko pihci kameskociwepinikehk, Westley et. al., (2014) kî-osihtâw emasinahak ka-âpacihtahk pimitsahikana<sup>60</sup>:

1. epakamiskamihk wiyasiwewina âyiman ekwa kanôcihtân katôtaman. tânsipoko, mâmawinitowina namoya katâc semâk ka-itôtahkik. pâmwayes kâkocihtâcik epakamiskamihk wiyasiwewina, mâmawinitowin poko ka-osihtâcik metoni kehcînâ "ita ka-oyeyihcikehk" itôtamowin, omiyowâcimikosiwin, ekwa kwayask kakiskeyihtamihk atoskewin.
2. epakamiskamihk wiyasiwewina ekota ekanawâpahtamihk kâ-ayimâhki kîkway ekwa tânsi kesîhcikâtamihk ohci misiwewin.
3. mâmawinitowin kâkakwe-âpacihtâcol epakamiskamihk wiyasiwewina, kiskeyihtamwakenitaweyihtamihk oski âpacihcikana.
4. kânawasônahkik epakamiskamihk wiyasiwewina, mâmawinitowina poko kapônâpatahk kîkway ehâpatahk omâmawinitowin.
5. mâmawinitowina poko kamiskahkik wiyâwâw kesi miyopayik.
6. ehâyimahki itôtamowina nitaweyicikâtew katôtamihk epakamiskamihk wiyasiwewin, asci
  - a. isihtwâwin-kiyohkewin kaskihowina (naheyihtaweyihtamowin, kiskeyihtamowin paminamowin, kwayask kesinisitohtamihk, mâmawipayowin)
  - b. wiyasiwewin kaskihowin (wîatoskemitowin, nîpawistamâtowin, tipâhiwewin, miyowicehtowin)
  - c. apacihcikana pimpayitâwin kaskihowina (sôniyâkewin, kiyohkewin, iyinîsiwin, isihtwâwin, ekwa wiwiyasiwewin sôniyâkewin)
7. kanawasônamihk itôtamowin ekwa âpacihcikana ohci epakamiskamihk wiyasiwewina kakîkwayaskweyihten ôhi ohci:
  - a. tân'si kesimâciipitamihk
  - b. mekwâc isâyawin
  - c. otamihowina ekwa nahipayiwina kâ-ayât mâmawinitowin

## **wihtamâkêwina:** **itôtamowina osci sihtoskâtowin misiwêwina** **mêskocipayiwin êkota SETT:**

CCWESTT tâpowakihtamwak ka-osihâtâhk misiwêwin mêskocipayiwin, poko ka-mêskotêhtamihk. miyopayitowin ohci ayisiyiniwak ka-pêyakopayik namôya pakitinikâtêw osci ka-mêskocipayik isi nâpêw mîna iskwêw wîcihihtowin êkwa pêyakwan êkota SETT. nîso êyikoni ê-pakamiskamihk wiyasiwêwina êkwa ê-pakamiskamihk tânisi kêsihwaknitawêyicikâtêwa kîspin kinwês mêskocipayiwin ka-ispayik. êpakamiskamihk wiyasiwêwina nitawêyicikatêw ka-pîtâhk miyo-itôtamowin isi êyikoni kâ-ayâcik mistikomâwêwin ka-osihâtâcik mêskocipayiwin. kâ-kinwâpahcikâtêk misawê askîhk wiyasiwêwina, masinahikêwina, ekwa kaskihowina isi nâpêw mîna iskwêw pêyakwan, kiskêyihcikâtêw okimânâhk kanâta poko pîtos ka-itôtahkik isi itohtêwin êkwa waskawêwin kîspin nohtê osihâtâwak kîkway isi nâpêw mîna iskwêw pêyawakwan êkota SETT êkwa ayiwâk ohpimêhk.

### **CCWESTT's wihtamâkêwina osci okimânâhk osci kanâta**

#### **itôtamihk mâmawi waskawêwin:**

- okimânâhk kanâta poko ka-osihâtâcik wiyasiwêwin masinahikan êkwa wiyascikêwin masinahikan ka-misawê masinahamihk anima United Nations Sustainable Development kaskihowin 5: nâpew mîna iskwew peyakwan. kâkihcinâhohk kaskihowin, poko kamâmawi itôtahkik kahkiyaw tipahaskâna êsi pêyakwan tânisi anima okimânâhk kanâta kâ-atoskâthkik ka-pêtâcik pîkiskwêwin pêyawakwan isi kanâta nîso kânistawinahkik pîkiskwêwina, akayâsîmowin êkwa mistikôsîmowin.
- okimânâhk kanâta poko ka-apacihtâcik nistam itôtamowina kânistohtamihk misiwê nakinikêwina ka-kahtinamihk nâpêw mîna iskwêw pêyakwan êkota SETT atoskêwikamikohk. kaskihowina isi misiwê mâyipayinwa poko kanistawinamihk misiwê pîkiskwêwinihk isi SETT otâstwâkêwak êkwa nakacihtâwak, êkwa pihtikwê-astâhk isi okimânâhk wiyascikêwin wawêyina, itôtamowin wawêyina, sônnyâw tipahikêwin, pimipayicikêwin wawêyina, wihtamâkêwin wawêyina, êkwa kinwâpahtamihk wawêyina kakaskihocik ayiwâk iskwêwak ka-atoskahihcik, kanawêyimihcik, êkwa yahkitisahohcik êkotawihk SETT atoskêwikamikwa.
- okimânâhk kanâta poko ka-astâcik itôtamowin wawêyina kamêskocipitamihk wiyasiwêwin êkota kihci okimânâhk, tipahaskânihk, êkwa kîwîtinohk, ahpô ka-masinahahkik oski-wiyasiwêwin kakahtinamihk nâpêw mîna iskwêw pêyakwan êkota SETT êkwa ayiwâk iskwew ekwa nâpew ahpô iskwew papeyakwan kanâta and Employment and Social Development Canada kawîcihitocik kamâmawi-apicik tahtwâ askiy isi opîkiskwîstamâkêwak ohci kihci okimânâhk, tipahaskân, êkwa kîwîtinohk okimânâhkwa Departments of Justice, nîkânîwin ohci tânisi ispayikocik iskwewak, and ayisiyiniwiwin miyopayowin kespanacikewina ka-osihâtâcik ôhi itôtamowina wawêyina.

### **itipâpatamihk kaskihcikewina ekwa miyo itôtamowina:**

- okimânâhk kanâta poko ka-masinahahkik newo askiy kihcinâc waweyina ekwa anihî kotakwa newo askiy (ahpô nîso askiy) itôtamowin waweyina kakwe sohkeyipitahkik askiy itôtamowin isi kinwes-ispayik itôtamowin isi nâpew mîna iskwew peyakwan ekwa anihî tawâyihk kaskihcikewina osci anima itôtamowin waweyina.
- okimânâhk kanâta poko ka-pihtikwe ascikecik isi misawewin meskocipayiwin isi kinwes-ispayik itôtamowin isi nâpew mîna iskwew peyakwan, mîna anihî pihtikwe ascikewina wayaweyitimihk isi Woman and Gender Equality Canada. sônîyâw tipahikewin kwayask kamikihk tosici okimânâhk mistahi kakahtinamwak kâwi sônîyâw pihtaw osci ka-šonîyâw tipahikecik.

### **wiyasiwewin ekwa itôtamowina:**

- okimânâhk ohci kanâta ekwa kâpiskihtahastahk ekwa wayawîtimihk askiya okimânâhk poko kôsohtâcik ôhi kahkiyaw wiyasiwewinisa, pimâtisiwasinahikana, isihcikewina, ekwa pamîstâkewina anita tasi nâpew mîna iskwew-peyakwan oyahikcikewin mâmawahikcikewin - kasohkastâcik kâwîsâkasinâtâcik masinahikan, ehisiwâpahtahkik, kesi-miywâsik, ekwa sîtawâskosowin ekwa kehcinâ metoni kisipanohk pakamiskâtowin ohci nâpew mîna iskwew peyakwan kespayiki, kanistawinamihk Auditor General Report.
- okimânâhk ohci kanâta kakî-âpacihtâcik anima kâmasinahikahtek epakamiskamihk ohci meskociwepinikewin kâmâmiskohtamihk anita âcimowinihk, ekwa GBA Plus ohci kâ-ayâki wiyasiwewinisa (e.g., *atoskewin peyakwan paminikewin wiyasiwewinis*) kehcinâ yahkohtewin isi peyakwan isi paminiwewin anita SETT atoskewina ekwa ayiwâkes.
- okinânâhk ohci kanâta poko kanistaweyihtahkik anima atoskewin ohci nâpew mîna iskwew peyakwan ewako anima atoskewin ekwa kawaskawîtotahkik ekâ kahaspayimohk ekâ katipayikehk ohci atoskewin kapihkohtâk peyakwan kaskihowina. ekota asci kahosihtâk ayiwâk sohkišiwîn ekwa nâpew mîna iskwew-pîtos paminiwewin anita kâ-isînihkecik ohci kâ kâtipahamihk atoskewin, ayiwâk katipâpatamihk pihci wâskahikan nâkateyimiwewin kwayask tôtamina ekwa ekâ kâtipahamihk atoskewin, ekwa asci ewakomîna kotaka kîkwaya tâpiskoc mosci atoskewin ekwa kawîcihitâsohk anita mâmawinitowinihk wâyawîtimihk wîkinânihk.

mâmawinitowina misawe kanâta ayâwak kaskihowina ka-itôtahkik kiyohkewin itôcikêwak, kâwi-wiyastâtocik osci kayâsi kiyohkewin atoskewina kinwâpahcikan ka-ispayicik wikamikwa atoskewak, itotamihk ayiwâk itôtamowina isi e-miywasik itotamowin osci meskocipayiwin. Mâka, kahkiyaw e-miywasiki ayiwak itotamihk ekwa wayawepitamihk itôtamowina piko ka-itotamihk isi atamihk itotamowin-apacihtahk kiskinwahamakewina ka-kiskinwahamasohk ekota EDI, kecikonikewin, ekwa anima tawayihk astawin osci moya ka-kî-pihtamihk pikiskwewin ekota SETT mâmawinitowin.

## **CCWESTT's wîhtamakewina osci not-for-profits, atoskewiyiniwak, mâmawinitowina, ekwa atoskewikamikwa**

### **sihtoskâteki peyakwan, pîtosiwîn, pihtikwewin, ekwa kâpaminisohk (EDID):**

- nîkân anima peyakwan, pîtosiwîn, pihtikwewin, ekwa paskipayiwi mâmitioneyicikan.
- sônîyâw tipahikewin (sônîyâwewin ekwa kihcinâciwin) kakahtinamihk peyakwan, pîtosiwîn, pihtikwewin, ekwa paskipayiwi mamitioneyicikan misawe kimâmawinitowinihk.
- kihcinahohk e-sohkahk ayâwin osci wîcihitowin, âpacihtâhk âpacihcikana, ekwa tipahikestamâkewin misawi ki-atoskewikamikohk ekwa micimina ki-atoskewikamik kamiyo-itôtahkik.

### **itôta atoskewin ekwa waweyî:**

- miska kimeskanawa osci nimahowin ekwa otina ayisiyiniwina itôtamowina ikospihk ayisiyiniwin itôtamowina tawipayikwâw isi meskocipayiwin.
- nisitohtaw otastwakewak (atoskewiyiniwak ekwa anima mâmawî-wîkiwin/ayisiyiniwak ka-atoskawâcik) pimâtisiwin wâpahtamowina ekwa itôta paskipayiwi mâmitioneyicikan itôtamowin isi kitatoskewinihk kimâmawinitowin itocikâteki isi pikiskwatihcik iyiniw mâmawî-wikiwina eta ka-pimipayicikewan/atoskeyan.
- ahtitohte miyaska itôtamowin peyakwan ekwa wîcihihtâsowin isi ka-osihtâhk masinahikewin ka-pikopayiki pihcâyihk kipahikana ka-nakinikocik ayisiyiniwak ka-miyo ayisiyiniwicik ekwa kakaskihtâcik kanitaweyihtahkik.
- ayiwâk itohte EDI sesawewin ekwa kahcipicikewin itôtamowina.

### **EDID atoskewin anima atoskewin:**

- âpacihtâ itôtamowin ohpime isi namoya tipahamâtowin osci atoskewin – âpacihtâhk anima SETT mâmawinitowin ka-osihtâhk wîciwakanihtowina osci sônîyahkewin ekwa ayisiyiniwin atoskewina.
- atoskaw SETT atoskahiwekak/atoskewikamikwa/mâmawinitowina ka-osihtâhk wîciwâkanihtowina isi atoskewiyiniwa wîcihihtâsowina atoskewina.

### **ekâwiya mâcihtâ osci mâcihtâwin:**

mistahi astewa "miyo itôtamowina" ispayihowina. anima âpacihcikan eta kamasinahikatek ôta masinahikanihk wîhcikâteka mihceyit ôhi itôtamowina. e-pakamiskamihk wiyasiwewina ekwa waweyitimihk osci sohkiâpawin EDID miyo-itôtamowina ekwa mîna osihtâhk pihtikwewin masinahikewina pihcâyihk mâmawinitowin/atoskewikamik/misiwikamik kâkî ahihcik pihcâyihk otastwakewak nîkân tâskoc atoskewiyiniwak, kiskinwahamâkewak, wîcihihtâsowak, ekwa okiskinwahamâkanak.



## âpacihcikana

### **miyopayitowin ohci ayisiyiniwak**

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: KAMIKOS OHCI ISKWEWAK KAYAHKOHTECIK KISKINOHAMA KOSIWINA (OAWA)**

anima atoskewikamikos ka-ahtotahihcik iskwewak kiskinwahamâkanak e-kî mâcipitamihk ikospihk 2009 ekoti Newfoundland ekwa Labrador e-tipahamihk ohci tipahaskan okimânâhk. OAWA's itôtamowasinahikan anima ayiwak atoskewina osci iskwewak ekotawihk ka-atoskewik nakacihtâwi-atoskewina ekwa ka-sîhtoskawihcik isi ôki iskwewak kanitonahkik atoskewina ahpô âsay atoskewak ekotawihk nakacihtawi-atoskewina. mîna ka-miyihcik atoskewin itôtamowina, atoskewin sîhtoskâkewina, ekwa ohpime kawapamihcik oki iskwewak. OAWA witahtpisomewak atoskahiwek, atoskahiwek pikiskwestamakewak, okimanahk, ekwa sesawewiniwikamikwa kakaskihtahk ohi kaskihcikewina. OAWA ayawak ekwa niktowasik (6) tipahaskan atoskewikamikwa misawe askihk ekota Newfoundland ekwa Labrador, Prince Edward Island, Nova Scotia, New Brunswick, Manitoba, ekwa Saskatchewan.

<https://www.womenapprentices.ca/>.

### **e-pakamiskamihk wiyasiwewina**

#### **paminikewin waweyina**

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN**

pîtatowew mâmawopayiwin (EU)

e-misteyihtakwahk itôtamowin e-itôtahkik anima pîtatowew mâmawopayiwin anima ka-osihtâcik eyakwa Gender Equality Strategy 2020-2025. kiskinohtahikewakan anima confederation of sovereign states eyikoni anima pîtatowew mâmawopayiwin anima paminikewin astewa masinahikewina itôtamowina ekwa waskawewina ka-misi kaskihtâcik pwamayisk 2025 isi anima nâpew mîna iskwew-peyakwan Europe. anihikihcinâc itôtamowina osci anima paminikewin ka-nakinamihk nâpew mîna iskwew kitimahtasowin; ka-mayihkamihk nâpew mîna iskwew pîtos iteyihtamowina; ka-kipahamihk nâpew mîna iskwew tawaskateki ekota atoskewinihk; kaskihtahk peyakwan wîcihtâsowin misawe pitos sônnyâwin; pîkiskwâtamihk anima nâpew mîna iskwew tipahamâtowin ekwa kîsi-atoskewin sônnyâwewin tawaskotew ekwa kakaskihtâhk nâpew mîna iskwew ayitaw peyakwan isi itasiwewinihk ekwa mîna ekotawihk onîkânewinihk.

[Nâpew mîna iskwew peyakwan itôtamowin 2020-2025](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: ICELAND**

Iceland okimânâhk otinamwak anima newo-askiy nâpew mîna iskwew peyakwan paminikewin itôtamowin waweyin osci 2011-2014 kawiyasiwewin nitaweyihtamik sipayihk Article 11 osci anima *wiyasiwewinis ohci peyakw itapowin ekwa peyakwan miyopayowin ohci iskwewak ekwa nâpewak*, No. 10/2008. anima itôtamowin waweyin mîna astenwa sônnyâw tipahikewin osci anihik itôtamowina ka-itôtamihk.

[2011-2014 nâpew mîna iskwew peyakwan itotamowin atoskewin](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: ICELAND**

Iceland okimânâhk otinamwak anima newo-askiy nâpew mîna iskwew peyakwan paminikewin itôtamowin waweyin osci 2016-2019 kawiyasiwewin nitaweyihtamik sipayihk Article 11 osci anima *wiyasiwewinis ohci peyakw itapowin ekwa peyakwan*

miyopayowin ohci iskwewak ekwa nâpewak. No. 10/2008. anima itôtamowin waweyin mîna astewa sôniyâw tipahikewin osci anihi itôtamowina ka-itôtamihk.

[2016-2019 nâpew mîna iskwew peyakwan itotamowin atoskewin](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: LITHUANIA**

eyakwa ôma nisto paminikewin itôtamowin (national programme) osihtâhk okimânâhk Lithuania isi waweyin kaskihcikewin nâpew mîna iskwew peyakwan ekota Lithuania atoskewikamikwa.

[2010-2014 misawe askihk atoskewin isi peyakwan itôtamowina osci iskwewak ekwa nâpewak](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: LITHUANIA**

eyakwa ôma newo paminikewin itôtamowin (misiweskamik isihcikewina) osihtâhk okimânâhk Lithuania e-kaskihtâcik ka-kahtinahkik nâpew mîna iskwew peyakwan ekota STEM atoskewinihk.

[2015-2021 misawe askihk atoskewin isi peyakwan itôtamowina osci iskwewak ekwa nâpewak](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: AUSTRALIA**

eyakwa ôma okimânâhk ohci Australia paminikewin osci iskwewak ka-atoskecik kiskeyihtamowinihk, mahtawinohk, osihcikewinihk, ekwa akihcikewinihk (STEM). anima piminikewin e-kakwe itocikeyimikahk ayiwak nâpew mîna iskwew peyakwan ekota STEM okiskinwahamâkewin ekwa atoskewinihk. anima Australian okimânâhk wâpahtamwak misiwe ayisiyiniwin kamikihk peyakwan itôtamowina osci kahkiyaw ayisiyiniwak kiyâm nâpewak mîna iskwewak kakiskinwahamâsocik, atoskecik, ekwa wîcihihtâsocik ekota STEM.

[Ayiwak ahtitohtahihcik iskwewak ekota STEM](#)

**itotamowina waweyina**

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: PI TATOWEW MA MAWOPAYIWIN (EU)**

anima EU paminikewin waweyin osci nâpew mîna iskwew peyakwan sihtoskamihk isi anima EU's nâpew mîna iskwew itôtamowin waweyin (GAP) III 2020-2024. anima paminikewin waweyin astewa masinahikewin kaskihowina ekwa itôtamowina osci anima paminikewin ekwa e-osihthak osci anima kîhcinâc atoskacikan ka-sohkipitamihk itôtamowin isi kaskihowin 5: nâpew mîna iskwew peyakwan ekota UN 2030 kawînâkateyihthahkik.

[EU's 2020-2024 nâpew mîna iskwew itôtamowin waweyin \(GAP\) III](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: LITHUANIA**

eyakwa ôma nistam osci nîso misawe askihk itôtamowin waweyina (wiyascikewin waweyina) osihtâhk ohci okimânâhk ohci Lithuania ka-wiyastâcik anihi 2015-2021 misawe askihk kîhcinâc waweyin (misiweskamik isihcikewina) ekota peyakwan nahipayiwin ohci iskwewak ekwa nâpewak.

[2015-2017 misiweskamik isihcikewina wiyascikewin waweyina ohci peyakwan nahipayiwin ohci iskwewak ekwa nâpewak](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: LITHUANIA**

eyakwa oma nisto osci niso misawe askihk itotamowina waweyina (wiyascikewin waweyina) osihthak osci Government of Lithuania ka-wiyastacik 2018-2021 misawe askihk wiyastacik waweyin (misiweskamik isihcikewina) on peyakwan nahipayiwin ohci iskwewak ekwa nâpewak.

[2018-2021 misawe atoskewin wiyascikewin waweyin isi peyakwan itotamowina osci iskwewak ekwa nâpewak](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: IRELAND**

ôma itôtamowin waweyin e-osihtâhk kawîcimasinahamihk anima *misiwihte takahkîwin paminikewin 2025* kawâpahtamihk ohpihkihtahk atoskewin kiskinwahamasowin isi anima kiskinwahamâkewina ekwa kiskinohtahikewina osci kiskinwâpamasowin ekwa kaskihowina osihtâwin.

[2016-2020 waskawewin waweyin ayiwâk kiskinwahamâkewin ekwa sesâwewin ekota Ireland](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: IRELAND**

eyakwa ôma kotak itôtamowin waweyin kawîcihihtâsomakahk wiyastahk eyakwa misiwihthe takahkîwin paminikewin 2025 ekwa ayiwak ka-atoskahihcik atoskewin kiskinwahamakanak ekwa atoskewiyiniwak ka-ayâcik masinahikana.

[2021-2025 waskawewin waweyin osci kiskinwahamakewin \(okimânâhk osci Ireland\)](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: AUSTRALIA**

eyakwa ôma okimânâhk ohci Australia mekwac itôtamowin waweyin osci iskwewak ekotawihk kiskeyihtamowin, mahtawewin, osihcikewin, ekwa akihcikewina (STEMS). ôta itôtamowin waweyin, anima Australian okimânâhk ayiwak nohte itôtamwak nâpew mîna iskwew peyakwan mistahi itôtamowin kameskocipayik Australia misiwewina, wikamikwa, ekwa atoskewikamikwa.

[2020-waskawewin waweyin-ayiwâk ahtitohtahihcik iskwewak ekota STEM](#)

### **wiyascikewin paminikewina**

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: ICELAND**

anima Iceland kihci-okimânâhk astâwak anima Directorate ohci nâpew mîna iskwew peyakwan (nistam e-ki-kiskeyihtamihk isi "kamikos ohci *nâpew mîna iskwew peyakwan*" ekwa mîna nîsta mîna eyakwa ("Equal Status atoskewikamik") astew wiyasiwewin osci wiyascikewin osci anima *wiyasiwewinis ohci peyak itapowin ekwa peyakwan miyopayowin ohci iskwewak ekwa nâpewak* ekwa mina anima *wiyasiwewinis ohci pikweyihtamowina peyakwan paminikewin ekwa mina anima wiyasiwewinis ohci peyakwan paminikewin anita atoskewinihk.*

[wiyihcikâtek osci nâpew mîna iskwew](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: LITHUANIA**

anima Republic of Lithuania mâcipitamwak anima kespincikewin ohci peyakwan nahipayiwin ohci iskwewak ekwa nâpewak osci ka-nakatehtahkik anima wiyascikewin okimanahk kihcinac waweyin ekwa itôtamowin waweyin. kinwâpahtamwak mîna šoniyâw tipahikewin ekwa kinwâpahtamwak kîspin kamiywâsiki ôhi waweyina, kiyâpic, ayiwâk.

[mâmawi kinwâpahcikewin isi peyakwan itôtamowina osci iskwewak ekwa nâpewak](#)

### **mihtaweyimowin ispayihowin**

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: ICELAND**

anima okimânâhk ohci Iceland astâwak anima nâpew mîna iskwew peyakwan wiyotamowin mâmaitowin ka-wiyasiwatahikik kispin anima Provisions of the Act e-pikonamihk.

[nâpew mîna iskwew peyakwan mawimowin opîkiskwêstamâkêwak](#)

**MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: LITHUANIA**

anima Republic of Lithuania oscihtawak anima atoskewikamik ohci kispewacikew kamiciminihcik atoskewiyiniwak itôcikaniwâw ekwa kakaskihtâcik kanitohtahkik mihtaweyimowina osci namoya mistahi nâpew mîna iskwew peyakwana.

[atoskewikamik osci Ombudsperson](#)

## **ahciwinimihk atoskewin**

### ***MIYO ITO TAMOWINA ISPAYIHOWINA KAKWECIHKEMOWIN: NEXTGENMEN***

anima atoskewin osci NextGenMen kameskocipayik isi nâpewak ka-esi wâpahtahkik, itôtatahkik, ekwa mamitoneyihtahkik sohkatisiwin ekotawihk mâmawinitowinihk, atoskewinihk, ekwa ohpikinawâsowinihk isi oskinîkowak isi nîkân nâpewitwâw. ôma kanâta namoya e-sôniyâhkeyimikahk mâmawinitowin asotamwak ka-pîkonahkik nâpew pimipayihcikew ekwa anima kawasikapayik nâpew kitimahtasowin ekwa ka-atoskatamihk isi nîkânihk eta nâpewak ekwa oskinîkowak namoya mistahi kamosihtâcik wîsakihtamowin, namoya kawîsakihtâsocik, ayiwak kisewâtisiwin, ekwa kawîcihâcik ayisiyiniwa kakitimayihocik nâpewa. NextGenMen wîcihewak onîkihikomawak, kiskinwahamâkewak, ekwa atoskewin onîkânewak. anima mâmawinitowin kinwâ pahtamwak itamihk kaskihcikewina isi anima ayimihowin napew mîna iskwew kitimahtâsowin ekwa wîcihewak ayisiyiniwak isi onîkânewak, nîpawistamâkewak, ekwa okiskinwahamâkewak ka-otinahkik miyo sôhkâtisiwin ekotawihk wîkiwinihk, atoskewinihk, ekwa mamawinitowinihk.

<https://www.nextgenmen.ca/>

## **appendix A**

### **tânisi esi itôtahkik masinahikan**

#### **masinahikan mâmawi-apowin kîkwaya**

akimiht: May 11th, 2022

tanite: Halifax, Novia Scotia

wîcihihtâsiwak: 92 wîcihihtâsiwak osci 60 mâmawinitowina

mîna makîkway šoniyâhkecik, kiskinwahamâtowikamikwa, kwayask mâmawinitowina, ispimihk atoskewina mîna ayisiyiniwak ka-atoskecik ekota SETT.

#### **kwecihkeyimowina**

- 1) tânisi oma ka-kî-sohkipitamahk meskocipayiwin osci iskwewak ekota SETT ikospihk misawe askihk koskweyihtamowin ispayiki?
- 2) kîkwây anihi sohkitotamowina ka-nitaweyihtamihk?
- 3) kîkwây anihi wiyascikewin paminikewina osci misiwewin meskocipayiwin?
- 4) kîko oski kiskeyihtamowina ka-ki-miskeyinaw kiyânaw?

#### **kâpisiskeyimiht mâmawi owîcihiwew**

ehakamiht: September 29th, 2022

tânite: mamahtawinohk isi Zoom

wîcihihtâsowak: tepakohtp wîcihihtasowak isi nanâtohk atoskewina ekota SETT mîna onîkâniwak, asihtatoskew, osihcikewak, nitonikewak, nakacihtâwak, ekwa kihcikiskinwahamâtowikamik okiskinwahamâkewak.

#### **kwecihkeyimowina**

- 1) ekota atoskewin isi misawewin meskocipayiwin, kikway kiskeyicikâtew isi e-miywasik paminikewin? wîhta atiht kiskeyihtamowina isi kîkwaya e-âpacihtâhk ka-tipapatamihk kispin e-miywâsik.
- 2) tânisi kiwihtiyin kaskihowin kitatoskewinihk isi misiwewin meskocipayiwin osci nâpew mîna iskwew peyakwan itôtamowina? kîkwaya anihi âtiht e-kinwâpahtaman katipapataman kikaskihowin?
- 3) kîkwây anima e-miywâsik paminikewin osci nâpew mîna iskwew peyakwan ekwa pihtikwewin? mahti wîhta âtiht kîkwaya e-ki-âmiywâsiki nâway isi itôtamowinihk ekwa ka-mâmitoneyihtamihk. tânihki kiteyihten e-miywâsik? kîkwaya anihi âtiht paminikewina namoya e-miywâsiki? tânihki kiteyihten namoya ka-miywâsiki?
- 4) kîspin kakaskihtâyan kawayinweyan, kîkwây kameskocipitaman?

#### **atoskewiyiniwak masinahikan kwecihkeyimowina**

akimiht: May 11th, 2022

tanite: mamahtawinohk isi Zoom

wîcihihtasiwak: newo atoskahawewak wiyastâcik peyakwan, pîtosewin, ekwa pihtikwewin (EDI) paminikewina, tahto e-ayâwâcik 100+ SETT atoskewiyiniwak. ôki atoskahiweyak aniki peyako mâmawinitowina ahpô kiskinwahamâtowikamikwa pokweti mîna wâskahikanihkewin, misi-osihtâwin, atâmaskihk kîkwaya, wâtihkewin,

wihtamâkewin, mâmahtawewin, kiskinwahamâkewin, isowin, ekwa maskihke atoskewina.

### **masinahikan kwecihkeyimowin**

anima kakinwâpahtamihk ôma kwecihkeyimowin masinahikan kamiskacikâteki e-miywâsiki kinwâpahcikana osci EDI masinahikewina ka-asteki ekwa mîna nakinikewina SETT atoskewinihk apihtikwe ka-osihtâcik kinwes nîkân sihcikewin meskocipayiwin isi nâpew mîna iskwew peyak ekwa atoskewinihk kanaweyihtamâkewin.

kahkiyaw kiskeyihtamowin kamesikopicikâtekw ekwa kakinwâpahcikâtekw ekwa kamiyâwak pokwâwiyak ekwa ka-âpacihcikâtekw nîkân osci CCWEST atoskewin ekota SETT mâmawinitowin.

nâwâyinohk kiskeyihtamowin:

1. eta ka-atoskeyan atoskahiwekw ayisiyiniwa ekotawihk atoskewinihk (SETT)?:  
(masinaha kahkiyaw ka-iteyihtaman)
  - a. kiskeyihtamowinihk
  - b. osihcikewinihk
  - c. osihtawinihk
2. kîko atoskewinihk ôma mâmawinitowin atoskemakan? masinaha kahkiyaw ka-iteyihtaman
  - a. wâskahikanihkewin
  - b. misi-osihtâwin
  - c. atamaskihk kîkwaya ekwa wâtihkewin
  - d. wihtamâkewin
  - e. mâmahtawewin
  - f. kiskinwahamâkewin
  - g. kotaka\_\_\_\_\_
3. tânimayikohk ispihcâw ôma mâmawinitowin SETT atoskahakanak:
  - a. nitatoskahanak sipayihk 10 SETT atoskewiyiniwak
  - b. nitatoskahanak 10-50 SETT atoskewiyiniwak
  - c. nitatoskahanak 51-100 SETT atoskewiyiniwak
  - d. nitatoskahanak 101-200 SETT atoskewiyiniwak
  - e. nitatoskahanak ayiwâk 200 SETT atoskewiyiniwak
4. kîko anihi tipahaskana/kiwitinohk askiya anihi mâmawinitowina ayawa atoskewikamikosa?
  - a. British Columbia
  - b. Alberta
  - c. Saskatchewan
  - d. Manitoba
  - e. Ontario
  - f. Quebec
  - g. Newfoundland and Labrador
  - h. Prince Edward Island
  - i. Nova Scotia
  - j. New Brunswick
  - k. Yukon

- l. Northwest Territories
  - m. Nunavut
  - n. nitayânân kamikosa kotaka askiya
5. tânihki anima (ahpô namoya tânihki) peyakwan, nanâtohk, ekwa pihtikwewin misteyihtakwan isi māmawinitowin?
    - a. \_\_\_\_\_
  6. kinwes ci anima māmawinitowin e-kawâtahkik EDI (peyakwan, nanâtohk, ekwa pihtikwewin) kîkwaya ekota SETT?
    - a. kîkâc peyak askiy
    - b. 1-5 askiya
    - c. 6-10 askiya
    - d. 10+
    - e. EDI namoya wihkâc nikiniwapahtenân
    - f. namoya nikiskeyihten.
  7. mistahi ci anima māmawinitowin nohte astâwak EDI?
    - a. makîkway EDI masinahikewin itôtamowin itocik<sup>^</sup> atew
    - b. anima māmawinitowin kwayask osihtâwak EDI masinahikewina.
    - c. anima māmawinitowin ayâwak EDI masinahikewin ekwa itôtamowin osci itwewina/mihtaweyimowina
    - d. sâpowi anima EDI atoskewin, anima māmawinitowin ki-mosihtâwak kiskeyihtamowin osci apisâsik meskocipayik atoskewin sihcikewin eta mihceyit ayiwak e-pihtikwahihcik
    - e. sâpowi anima EDI atoskewin, anima māmawinitowin môsihtâwak kiskeyihtamowin osci mistahi meskocipayik atoskewikamik sihcikewin
  8. ayâwak cî anima māmawinitowin mâwacihtâwak kiskeyihtamowina osci atoskahakanak osci ayitaw anihi kîkwaya kiskeyimisowin kiskeyihtamowin?
    - a. nâpew mîna iskwew?
    - b. nâpew ahpô iskwew kinwapamisowin?
    - c. iyiniw (iyiniwak, ayaskimow, apihtawikosisanak)
    - d. ayisiniwin
    - e. mâskisowin
    - f. kotakak ayisiyiniwak \_\_\_\_\_
  9. kihtwâm kinwâpahcikewin: tânihki anima māmawinitowin kamôсахkinahkik ôma kiskeyihtamowin?
    - a. poko anima ka-itôtamahk (e.g., osci anima okimânâhk wâskahikanihkewiyiniw isihcikewin)
    - b. mâwacihtahk pâpitosi kiskeyihtamowin pihtaw osci niyanân anima EDI atoskewin wiyascikewin kakinwâpahtamahk kiskeyihtamowina
    - c. kotak kîkway e.g., “nanatohk kiskeyihtamowin niwichikonan māmawinitowin nistohtamahk kîko itôtamowin e-nitaweyihcikâteyik. kinwâpahtamihk ôma kiskeyihtamowin wîcihtâsomakan isi māmawinitowin kîspin astenwa nohtepayiki kîkwaya ekotawihk meskanawa.”: \_\_\_\_\_

EDI atoskewinihk pimâtisiwasinahikana:

10. tân’hi atoskewina nîkânîstamwak ahpô ehatoskâtahkik anita EDI pimâtisiwasinahikana kâ-osihcikâtehki? (masinaha kahkiyaw kâkanawâpamikoyan)
  - a. iyiniw isihcikewina atoskewinihk

- b. atoskewin itamahcihowin ekwa miyonohk ayâwin
- c. EDI atoskewinihk
- d. EDI namoya ceskwa astew pihci atoskewinihk mâka esipwepitamihk wiyawâw sohki atoskesak.
- e. kotak \_\_\_\_\_
- f. i. emeskocipayik cî ôma ayinskac? (e.g. EDI kocîwina emâcipayiki anita  
HR atoskewinihk mâka nete isi kotak  
mâmawinitowina. \_\_\_\_\_)
11. mâmawinitowin cî ayâw ôhi kâmasinahikatehki EDI atoskewin pimâtiswasinahikana?
- a. kakiskinohamâcik atoskesak ohci EDI pîkiskwâtamowina
- i. ehâ
- ii. namoya
1. kîspin ehâ, tânitwa kiskinohamâkosiwin mekiw mâmawinitowin? \_\_\_\_\_
2. kîskinohamâkosiwin cî wiyawâw etôtahkik ahô cî awiyak kotak etôtamâkocik? \_\_\_\_\_
- b. otatoskahakan isihcikewin mâmawinitowin (e.g., otatoskahakan nîkânîwak mâmawinitowin(a) kânahîcik ohci EDI pîkiskwâtamihk ekwa -ahpô kâsihtoskâtocik)
- i. ehâ
- ii. namoya
1. kîspin ehâ, tânitwa mâmawinitowina? \_\_\_\_\_
2. tântwa EDI pîkiskwâtamowina mâmawinitowin tôtamwak?
3. ekî-mâcipitahkik cî ôhi mâmawinitowina keciwâk ahpô cî otatoskahakanak-nîkânîwin? \_\_\_\_\_
- c. otawâsimisit iskwew\onekihiikomâw ayiwepiwin pimâtiswasinahikan
- i. i. ehâ
- ii. namoya
- 1 kîspin ehâ, kahkiyaw cî nâpew mîna iskwew kâkîpaminikiwak ôma pimâtiswasinahikan? \_\_\_\_\_
- 2 kîkwây nakânikewina ayâwa ohci kahkiyaw onekihiwak miton kapimitisahkik ôma pimâtiswasinahikan? \_\_\_\_\_
- d. awâsis nâkateyimiwewina (e.g. kasihtoskawihk awiyak kamiskahk awâsis nâkateyimiwewin, awâsis nâkateyimiwewin owîcihiwewak, pihci wâskahikanihk awâsis nâkateyimiwewin kamikosa, ayiwâk)
- i. eha
- ii. namoya
1. kîspin ehâ, tân'si ehâtastehk?
- b. mâmawinitowin kîpaminamwak awâsis nâkateyimiwewin ayâwin ekwa atoskahewak otatoskahakana



- c. māmawinitowin tipahikew kawîcihiwet co-cop (tâpiskoc awâsisak ekwa māmawetowina)
  - d. māmawinitowin paminew kotaka kâmasinahikehât awiyak kapesiwâcîk awâsisa ekota
  - e. māmawinitowin wîcihihtâso ka-âcônamihk tipahikewin ohci awâsis nâkateyimiwewin
- e. kotaka
- i. eha.
  - ii. namoya
    - 1 kîspin ehâ, tân'si ôma sihtoskâtowin ehâtastehk?
      - a. ma.mawinitowin pakitinam kahayiwepihk ohci atoskewinihk ekwa\ahpô miyopayiki ta-atosket otatoskahakan kanâkateyihtahk nâkateyimiwewin\kehte-aya māmawinitowin kiskisimowina
      - b. māmawinitowin paminew kotaka kâmasinahikehât awiyak kawîcihât otatoskahakana kamiskamiyit sihtoskâkewin
      - c. kotaka\_\_\_\_\_
- f. kamiyopayihikot ispî kahatosket
- i. eha.
  - ii. namoya
    - 1 kîspin eha, tân'si ôma pimâtisiwasinahikan ehitastehk?
    - 2 tânehki otoskew ketâpacihtâw kesi miyopayihikot atoskewin tipahikana? Why might an employee use flexible work hours?
- g. Sick Days
- i. eha.
  - ii. namoya
    - 1 kîspin ehâ, tân'tahto ahkosiw kîsikâwa otatoskahakan kahkî-otinamwak tâtwâskiy?\_\_\_\_\_
    - 2 māmawinitowinh cí wâpahtamwak ayiwâk ehâpacihtâhk ôma pimâtisiwasinahikan ispî ohci COVID?
      - a. ehâ
      - b. namoyaMental Health supports
- h. māmitonicyikan itamahcihowin sihtokâkewina
- i. ehâ
  - ii. namoya
    - 1. kîspin eha, kîko sihtoskâkewina māmawinitowin ayâw tân'si ehâtastehk?
      - a. kakâtinamihk nîsohkamâkewin ohci atoskew-ewîcihitâsow (e.g., māmitonicyihcîkn nanâtwihiwew)
        - i. kîko itowa onakacîtwak kahkî-wîcihikwak o.ki otatoskahakanak?

b. tahto askiy sôniyâw wîcihitowin anita ohci atoskewinihk itamahcihowin wîcîtowin (kahkiya katipahamihk ahpô nânapô katipahahkik)

i. tanimayikohk tâtwâskiy etipahikestamâcîk?

c. kâmâmawi-apicik kamâmiskohtahkik mâmitoneyicikan itamahcihowin

d. ka-ayâk ita kotak on-line masinahikana ewako ohci

e. kotaka \_\_\_\_\_

i. nânweyacihihitowin, nâpew mîna iskwew mostâcîkâkewin, ekwa\ahpô mwestâcîkâkewin mâyitôtâkewin pimâtisiwasinahikana

i. ehâ

ii. namoya

1. kîspin ehâ, kîko pimâtisiwasinahikana ayâw mâmawinitowin kasihtoskawât otatoskahakana kîspin ohci nânweyacihihitowin, nâpew mîna iskwew mostâcîkâkewin, ekwa\ahpô mwestâcîkâkewin mâyitôtâkewin atoskewinihk.

j. kîkway kotaka pimâtisiwasinahikana ayâw atoskewinihk kasihtoskawât otatoskahakana omiyowâyâwin anita atoskewinihk? \_\_\_\_\_

kotakwa EDI itôtamowina:

12. anima mâmawinitowin mîkiwak sôniyâw tipahikewina isi SETT EDI itôtamowina wayawetimihk ekota mâmawinitowin ekwa/ahpô pihcâyihk eyakwa kamisâk SETT atoskewinihk? (e.g., osihtâcîk atoskewin-iskwewak ahihcik SETT kîsikâwa osci oskâyak ka-ayimihocik ka-pisawihcik ekota atoskewin ahpô kawîtahpisomihcik kotakwa mâmawinitowina, tipahikatek namoya sôniyâhkewin otahowewin sôniyâw kanaweyihcikan, ka-wîcihihcik kiskinwahamâtowikamikwa ka-kahtin^acik ayiwâk nanâtohk okiskinwahamâkanak ekota SETT, ayiwâk)

a. ehâ

b. namoya

i. kîspin ehâ, misawewinihk, kîko kocihtâwina kimâmawinitowin sîhtoskamwak? (namoya kiskeyimikowin, ekâwiya wîhta mâmawinitowin wîhowina ahpô atoskewin wîhowin, ayiwâk.)

ii. kîkway anima mâmawinitowin tâhtwâ askiy sôniyâw tipahikewin (isi sôniyâw ekwa/ahpô wîcihihtâsowin) isi ôhi EDI itôtamowina ekota SETT?

iii. kîspin anima mâmawinitowin wîcihihtâsowak ekotawihk ôhi EDI itôtamowina, kîkway kahtinikâtew-ekota pihcâyihk ekwa wayawetimihk anima mâmawinitowin?

13. ekota cî astew mâmawinitowinihk ita atoskewiyiniwak kawîcihâcîk ayisiyiniwa? (e.g., tâskoc miyâcîk atoskewiyiniwa nakacihtâwinwa ahpô tipahikana isi wayaweyitimihk mâmawinitowina makîkway katipahahkik-tâskoc sôniyâw mîkiwina, makîkway sôniyâhkewina, kwayask atoskewina, kiskinwahamâtowikamikwa, mâmawikiwina, ayiwâk.)

a. ehâ

b. namoya

- i. kispin ehâ,
1. tanihki anima mâmawinitowin emîkiwak ôma itôtamowin isi otatoskehakaniwawa?
  2. ôma mâmawinitowin tipahamawewak otatoskahakana osci ôhi itôtamowina?
    - a. ehâ, kahkiyaw tipahamowawak otatoskahakanak ka-itôtahkik ohi itôtamowin
    - b. namoya, ayisiyiniwak kwecimâwak ka-itôtahkik ôhi itôtamowin mâka namoya tipahamowawak
    - c. kotak kikway\_\_\_\_\_
14. kîspin anima mâmawinitowin kakiskinwahamowacik kotakwa atoskewin/mâmawinitowin kamacihtâcik anima EDI pimâcihowin, kîkway kiskeyihtamowin kakiskeyihtamihk kakî kiskinwahamasowak? kîkway pîtos kitatoskewin pîtos ka-itôtamwak ahpô kîkway mekwâc pîtos kitôtëyinâwâw? (e.g., namoya mowihtamowin pîtosi iteyihtamowin namoya miywâsin ka-iteyihthamihk, nika osihtânân EDI sesawewin poko ka-itôtamihk pihci kanawasonamihk, wepâc nika osihtânân masinahikewin, ayiwak.)
- a. \_\_\_\_\_
15. kotak kîkway cî kiya/mâmawinitowin kinohtewîhteyinâwâw osci ka esi miywâsiki (EDI) masinahikewina kawiyâsteki ekwa nakinikewina SETT atoskewikamikwa apihtikwe ka-osihtâcik osci kinwes nîkânihk sihcikewin meskocipayiwin isi nâpew mîna iskwew peyakwan ekwa atoskewikamikohk kanaweyihtâkisowin?
- a. \_\_\_\_\_

## **Endnotes**

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