

Participant's Guide
Day of Reflection with Indigenous Organizations

February 11, 2020



Your Voice Matters

ANTI-BULLYING • PUBLIC CONSULTATION

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Message from the Premier of Québec



Concrete actions have been taken in recent years to address bullying in Québec. Several measures have been put in place to prevent and reduce these unacceptable behaviours. We have made progress through these actions, but we still have much to do and numerous challenges to face, which is why we need to update our approach.

We must further increase public awareness of the importance of adopting attitudes and forming relationships that are civil, inclusive, egalitarian, and open to differences. We must change our day-to-day behaviours so that we can live together in greater harmony and mutual respect. We must continue the actions currently under way, and go even further, working together with you.

That is why your participation in this Day of Reflection devoted to Indigenous communities is very important for me personally, but also for all Quebecers. Thanks to your involvement, and to that of thousands of other people and organizations throughout Québec, we will succeed in helping our various communities become healthier and free of all forms of bullying. Never again will we allow anyone to fall victim to bullying.

François Legault

Message from the Minister of Families



It was with pride that I accepted the responsibility of leading the fight against bullying because it is an issue of great importance for Québec. As this fight transcends political ideals, all members of the National Assembly have lent their support. This collaborative effort helps mobilize people in all regions and move them toward an ever more inclusive Québec that is respectful of citizens of all ages.

Despite the various actions taken to date, the phenomenon of bullying is still present in our society. In fact, we are deeply concerned about the social issues related to bullying and cyberbullying. It is important that, collectively, we find solutions to address this phenomenon more effectively.

Today, you will have the opportunity to exchange ideas on these topics and to propose possible solutions that meet your needs. Together, you will identify initiatives to implement in the short and medium terms to better tackle bullying and cyberbullying. I am certain that our future actions will be enhanced by the proposals you make for possible improvements to current interventions with victims, witnesses, and perpetrators of acts of bullying and cyberbullying.

I am confident that this day will be highly productive. Thank you for your invaluable input, and I wish you very fruitful discussions!

Mathieu Lacombe

Message from the Minister responsible for Indigenous Affairs



I would like to wish you a most cordial welcome to this day on which we will be examining together the issues related to bullying in the specific context of the First Nations and Inuit peoples. Many of you have travelled long distances to take part in these discussions, and we thank you.

Bullying is a complex phenomenon and takes many forms. No one is immune to its painful consequences. To break free from the destructive cycle of bullying means being open to others, showing compassion, respecting differences, and caring about everyone's well-being.

Your contribution to these reflections is invaluable, and in fact, irreplaceable. That is why we would like you to tell us about the realities you face and to propose possible solutions that could help put an end to this problem.

I therefore wish us all very enriching exchanges so that, together, we can take faster and more effective action to stop the deplorable impacts of bullying.

Sylvie D'Amours

Message from the Parliamentary Assistant to the Minister of Families



It is a pleasure for me to join forces with those of my colleagues in the National Assembly and various other actors in our society who are actively engaged in the fight against bullying in Québec. We intend to continue all our efforts in this regard. Last fall, in this context, a far-reaching public consultation process was launched on the current issues faced in preventing and addressing bullying. We wish to take the pulse of the population at large, while paying particular attention to the viewpoint of young people.

In addition to online consultation, we met with young people and organizations concerned by the fight against bullying. Today's Day of Reflection completes this process of identifying concerns, which in turn will reveal possible courses of action.

Thank you again for taking part in this other key step in the public consultation process!

Stéphanie Lachance

Messages from Opposition MNAs



OFFICIAL OPPOSITION

Tolerated for far too long, bullying is no longer accepted. Such gestures, with their devastating impacts, no longer have a place in our society.

Whether in the real world or the virtual world, in schools or in workplaces, or with our seniors, we have the right to evolve in a healthy environment free of all forms of bullying.

Together we developed a first action plan in 2015. Now, four years later, we are all gathered again to develop a second plan. This speaks volumes about the importance we place on fighting this scourge!

Thank you all for participating in this day of consultation, because together, we can beat bullying.

Francine Charbonneau
MNA for Mille-Îles



SECOND OPPOSITION

Bullying is present in all environments. Whether in school yards or workplaces, online or offline, it affects everyone, even if they are only witnesses to the act.

The good news is that each and every one of us is also part of the solution, and I firmly believe that together, we can come up with innovative strategies to ensure that every person can live in a respectful environment.

Thank you for turning out in such large numbers to this Québec-wide consultation!

Christine Labrie
MNA for Sherbrooke



THIRD OPPOSITION

Our society is increasingly aware of the devastating impacts of bullying and of the urgent need for us to work together to tackle this issue. Sadly, far too many young people, but also many people living with a difference and seniors, have to confront

this reality on a daily basis. We must all join forces to prevent and fight against this serious phenomenon and against cyberbullying, which is wreaking such havoc, to ensure that all Quebecers can find fulfillment and live in peace and safety.

Véronique Hivon
MNA for Joliette

Program for the day

8:00 a.m. **WELCOME AND REGISTRATION**

8:30 a.m. **OPENING OF THE DAY**

- Opening ceremony
- Opening addresses

9:30 a.m. **TOPIC 1**

How to prevent bullying and cyberbullying?

- Approaches for reflection
- Workshop

10:30 a.m. **BREAK**

10:45 a.m. **TOPIC 1** (continued)

- Discussion period

11:40 a.m. **TOPIC 2**

How to intervene?

- Approaches for reflection
- Workshop

12:30 p.m. **LUNCH**

1:30 p.m. **TOPIC 2** (continued)

- Discussion period

2:25 p.m. **TOPIC 3**

How to support actions and enhance knowledge?

- Approaches for reflection
- Workshop

3:15 p.m. **BREAK**

3:30 p.m. **TOPIC 3** (continued)

- Discussion period

4:25 p.m. **CLOSING REMARKS**

4:35 p.m. **CLOSING CEREMONY**

Chronology

On November 18, 2015, the Québec government presented the 2015-2018 Concerted Action Plan to Prevent and Counter Bullying, “Together Against Bullying, A Shared Responsibility” (the Action Plan).

The Action Plan was the fruit of a non-partisan participatory approach and a consultation that brought together members from each political party represented in the National Assembly.

It was also the result of a day of reflection held on April 24, 2015 on anti-bullying in the Indigenous community. The 15 Indigenous organizations that took part in the day discussed various forms of bullying and their possible causes as well as identifying courses of action for prevention, intervention and support.

The Action Plan is in its last year of implementation after being renewed in 2018-2019 and 2019-2020.

A review of the Action Plan showed that 92% of the measures had been carried out as at March 1, 2019.

The various approaches for prevention, intervention and support identified following these discussions led to the integration and implementation of several structuring initiatives in the Action Plan for the different Indigenous communities and organizations:

- Presentation of a conference on the *Grandes rencontres* dealing with the importance of healthy relations for a positive and caring school climate, as part of the 3rd edition of the *Convention on Perseverance and Academic Achievement for First Peoples* (held from October 10-12, 2017 in Québec City).
- Sharing of knowledge and experience by the *Ministère de l'Éducation et de l'Enseignement supérieur* with the Cree and Kativik school boards and Indigenous organizations offering education services.
- Introduction of a program to provide financial support for initiatives aimed at adapting the tools for prevention, intervention and support in the area of bullying to the realities of the First Nations and Inuit.
- Continued support to schools in Indigenous areas in order to implement projects to promote a positive and caring school climate.

In recent years, in parallel with the implementation of the Action Plan, two commissions of inquiry helped to identify and document different issues that face First Nations and Inuit concerning racism and discrimination: the Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Québec (the Viens commission) as well as the National Inquiry into Missing and Murdered Indigenous Women and Girls. These inquiries have helped shed light on several aspects related to matters of preventing bullying and countering it when it occurs. The work of the Truth and Reconciliation Commission of Canada has also emphasized the urgency of beginning a process of reconciliation between nations in Canada.

Objectives of the Day of Reflection

In a context in which good citizenship, respectful behaviour and healthy relations are the foundation for living together more harmoniously in our society, the Québec government, in collaboration with its partners, wishes to continue the efforts undertaken to counter bullying and cyberbullying. The participation of the parties represented in the National Assembly has also been requested, so that all elected provincial officials will be involved in the follow-up on the work.

To round out the general public consultation launched in October 2019, the Québec government wishes to take a specific approach for the First Nations and Inuit in order to identify the issues and needs of their milieu concerning bullying and cyberbullying and to develop concrete responses that are culturally reassuring, relevant and sustainable.

More specifically, the Day seeks to:

- Provide an opportunity to discuss the different issues concerning bullying and cyberbullying in Aboriginal environments, in order to target initiatives related specifically to the realities of the First Nations and Inuit;
- Identify the initiatives to implement in the short and medium term to better prevent bullying and cyberbullying;
- Suggest approaches for improving intervention with victims, witnesses, and perpetrators of acts of bullying and cyberbullying;
- Continue to mobilize to create a society, communities and environments that are caring, free of racism and discrimination and open to differences;
- Contribute, through anti-bullying, to the process of reconciliation between the nations of Québec.

The measures that come out of this process will be integrated into the Government Action Plan for the Social and Cultural Development of the First Nations and Inuit 2017-2022¹. The measures developed during the consultation with the entire population will, for their part, be included in the next action plan to prevent and counter bullying and will be aimed at the entire population.

¹ In June 2017, the Québec government launched the Government Action Plan for the Social and Cultural Development of the First Nations and Inuit 2017-2022, coordinated by the Secrétariat aux affaires autochtones. Its purpose is to consolidate government efforts as well as renew government action and ensure consistency.

Background^{2,3}

Bullying is a major social problem that is also present among First Nations and Inuit. It can be found in particular in schools, in families as well as within or outside communities. In the latter case, bullying most often takes the form of discriminatory behaviour toward Indigenous people.

As observed in the non-Aboriginal population, the problem of bullying particularly affects young school-age children. A few Canadian school surveys, conducted within or outside communities, show that Aboriginal youth are more at risk than non-Aboriginal youth of being bullied or of being involved in bullying situations. Moreover, some studies confirm that Aboriginal children are also victims of bullying based on ethnic origin.

Youth violence often results from being exposed at an early age to violent behaviour, in situations where they have little control. It is recognized that parental or social support helps the way Aboriginal youth view bullying, going so far as to prevent them from participating in acts of bullying.

As for older Aboriginal adults, their own historical context and the difficult conditions in which a number of them live (for instance, the shortage of housing and facilities for older adults) would make them more vulnerable to bullying situations in a family setting. In fact, these factors may trigger a loss of reference points, distress or increased family tensions that sometimes result in acts of bullying and other violent behaviour.

Bullying, whether physical, verbal, social, material or virtual, whether or not against peers, affects the integrity of people and may have serious consequences on the health of individuals, families and communities.

In addition to the impacts on the well-being of individuals and on their social relationships, bullying experienced by Indigenous peoples has negative effects on the confidence they have in various institutions (educational and health care institutions, government departments, agencies and organizations). This loss of confidence may lead in turn to repercussions on the state of health as well as the social and economic development of individuals and communities.

Different measures to prevent bullying, to promote civic spirit, courtesy and kindness, to act on certain factors that could be associated with bullying and to support the commitment of communities to anti-bullying have already been implemented under the 2015-2018 Concerted Action Plan to Prevent and Counter Bullying, “Together Against Bullying, A Shared Responsibility.”

For instance, the “Shutshenimitishu (Il se fait confiance)” project of the Centre d’amitié autochtone de Québec inc. and the “Together Against Bullying – Protecting and Strengthening Our Children” project of the Kanesatake Health Center Inc. were realized under the “Together Against Bullying” financial support program. Since 2016, this program, which applies to all non-profit organizations, including Indigenous organizations, provides financial support for projects that can help, in various ways, to prevent and counter acts of bullying as well as to provide better support to victims, witnesses, family and friends, and perpetrators of acts of bullying.

There are also projects developed by Otapi High School, in Manawan, and the Jaanimmarik School, in Kuujuaq. These two schools were finalists in the School category, respectively for the 2016 and 2017 edition of the “Together Against Bullying” award. Created in 2015, this award pays tribute to the people, organizations, as well as schools and school boards, which through their actions and commitment help prevent and counter bullying.

Furthermore, on March 26, 2019, a new tool to better discuss bullying in the media was posted online by the Institut national de santé publique, in partnership with the Ministère de la Famille (the “Ministère”). One of the components of this media kit specifically deals with the bullying experienced by Indigenous peoples.

2 Media kit on bullying (www.inspq.qc.ca/intimidation/autochtones)

3 SECRÉTARIAT AUX AFFAIRES AUTOCHTONES. *Summary of the Day of Reflection on Anti-Bullying* (April 24, 2015). *Aboriginal consultation process* [Online]. 2015. Available at www.mfa.gouv.qc.ca/fr/publication/Documents/Synthese-int-autochtone_AN.pdf

WORKSHOPS

For each of the topics to be discussed during the day,
approaches are suggested for reflection.

TOPIC 1

How to prevent bullying and cyberbullying?

- As far as you know, do current campaigns and tools reach the First Nations and Inuit? How can the situation be improved?
- What are the best ways of reaching the First Nations and Inuit to raise their awareness of the responsible and appropriate use of digital communication channels (social networks and media, blogs, etc.)?
- Who should be involved in the prevention of bullying and cyberbullying among youth? What would be the preferred means of supporting these people in this role?
- How can the Ministère and the Québec government work together with Indigenous organizations and communities to counter bullying?
- As far as bullying is concerned, do issues and needs differ depending on the gender of the people involved? How can this be dealt with?

Notes

TOPIC 2

How to intervene?

- In order to provide the appropriate support to the victims, witnesses and perpetrators of acts of bullying or cyberbullying, consistent and complementary practices must be developed both within and outside communities. How can these practices be integrated?
- On what evidence-based cultural values or foundations should the interventions as well as everything related to them be carried out?
- In order to provide safe and inclusive environments for all, how can stakeholders from different areas (family, community, school, work, sports, shelters, etc.) be encouraged to adopt rules of life based on respect and openness to differences?
- What tools or technologies should be put in place or made more widely available to deter perpetrators of acts of bullying and cyberbullying and make it easier to report such acts?

Notes

TOPIC 3

How to support actions and enhance knowledge?

- What are the main challenges faced by communities and organizations in preventing and countering bullying and cyberbullying?
- What tools, services or resources should be provided to support those who work with the victims, witnesses and perpetrators of bullying?
- What aspects of bullying and cyberbullying should be better documented?
- What means and tools should be put in place to ensure sharing of best practices?

Notes

Comments

Practical information

Location of consultation

Hôtel Château Laurier
Salle De la Colline
1220, place George-V Ouest
Québec (Québec) G1R 5B8

Secrétariat

418 643-3166, ext. 2262
intimidation@mfa.gouv.qc.ca

Consultation process

The consultation will be carried out in the form of workshops. For each of the topics discussed, participants will be asked to exchange their thoughts with other partners. Once the discussion period is over, the main findings will be shared.

Welcome and registration

On the 1st floor, near De la Colline meeting room.

Simultaneous interpretation

Simultaneous interpretation will be available (French and English).

Wi-Fi

Wireless Internet access will be available for the day. Here are the network access instructions:

Network: Georges-V
Code: Fevrier2020

Meals

Lunch to be served on site.

Parking

Paid parking available on site.

Cloakroom

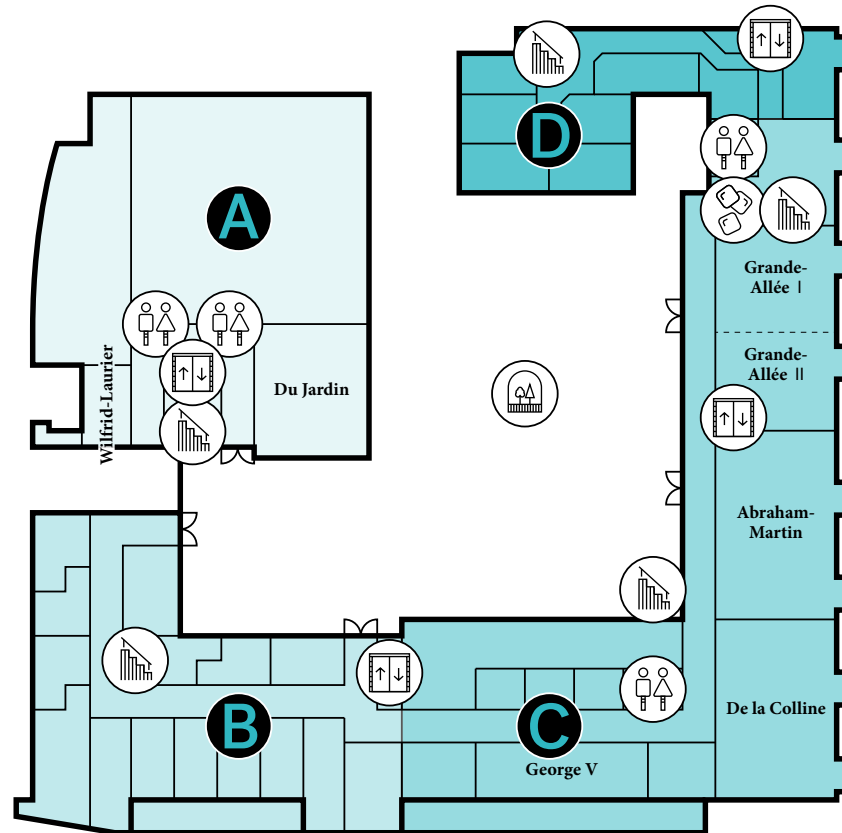
Rolling clothing racks on wheels will be available in the room.

Special needs

In order to help us to accommodate you better, please inform us of your special needs, particularly in terms of food or accessibility, by contacting the Secrétariat.

Map

Level 1



Elevator



Inner courtyard



Stairs



Ice machine



Bathroom

Nearby accommodations

Hôtel Château Laurier

1220, place George-V Ouest
Québec (Québec) G1R 5B8

To book a room:

hotelchateaulaurier.com/en/

1 800 463-4453

Delta Québec

690, boulevard René-Lévesque Est
Québec (Québec) G1R 5A8

To book a room:

marriott.com/hotels/travel/yqbd-delta-hotels-quebec

1 888 884-7777

Palace Royal

775, avenue Honoré-Mercier
Québec (Québec) G1R 6A5

To book a room:

hotelsjaro.com/palace-royal/en/

1 800 567-5276

Hôtel Le Concorde

1225, cours du Général-De Montcalm
Québec (Québec) G1R 4W6

To book a room:

hotelleconcordequebec.com/en/

1 800 463-5256

Please note that you are responsible for booking your own room.

Travel and living expenses will be reimbursed in accordance with the Québec government's applicable directives. For any questions concerning this matter, please contact the Secrétariat.

Secrétariat

418 643-3166, ext. 2262

intimidation@mfa.gouv.qc.ca

Useful links

[2015-2018 Concerted Action Plan to Prevent and Counter Bullying](#)

[Bilan final du Plan d'action concerté pour prévenir et contrer l'intimidation 2015-2018 \(French only\)](#)

[Guide pour accompagner les organisations dans leurs actions visant à prévenir et à contrer l'intimidation \(French only\)](#)

[Formation en ligne \(French only\)](#)

[Public Inquiry Commission on relations between Indigenous Peoples and certain public services in Québec](#)

[National Inquiry into Missing and Murdered Indigenous Women and Girls](#)

[Summary of the Day of Reflection on Anti-Bullying \(April 24, 2015\) Aboriginal consultation process](#)

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