What We Heard Report

Building Safer Communities

Addressing Violence and Crime in the City of St. John's



Prepared by: Building Safer Communities Staff
Date: June 18, 2024

ST. JOHN'S

Disclaimer

- This document aims to provide a summary of what was heard from participants during the public engagement process. It is not meant to reflect the specific details of each submission or conversation word for word.

- The City produces a What We Heard document for every city-led public engagement project. This collected commentary is shared with the community to ensure we heard you correctly.

- The City protects the privacy of those who provide feedback as per Access to Information and Privacy Legislation.

- The full scope of commentary is used by the project team, city staff, and Council to help inform recommendations and decisions.

Context

- City residents, community organizations, and all levels of government have a shared vision for a safe, connected, healthy city where everyone can live, learn, work and play.
- The City has received funds through Public Safety Canada's Building Safer Communities Fund (BSCF) to facilitate a holistic strategy to help prevent violence and crime by addressing the social determinants and risk factors, particularly for children, youth, young adults and their families.
- Public engagement was undertaken to help identify priority areas and actions for the strategy for Council's consideration.

Public Engagement Goals

To identify and understand:

- Resident, community, and organization experiences with crime and violence.
- Factors which cause conditions of crime and violence in our community.
- Best practices to address the root causes of violence and crime in the community, as well as gaps.
- Key recommendations for addressing violence and crime in the city.

Public Engagement Tools

- Engage Page
  - Ideas Tool
  - Storytelling Tool
  - Quick Poll
- Residents' Survey
- City Influencers' Survey
- Focus groups with community-based service providers

- In-person public meetings
- Virtual public meeting
- Community-Based Service Provider Engagement Toolkit
- Meetings with City Advisory Committees and Working Groups

Who We Engaged

- **Community-based service provider staff** working with children, youth, and young adults

- **People with lived experience / staff who support people with lived experience of:**
  - Homelessness
  - Sex work
  - Involvement with the justice system
  - Urban Indigenous community

- **City residents**

- **City Advisory Committees and Working Groups**:
  - Building Safer Communities Steering Committee
  - Anti-Racism Working Group
  - Youth Engagement Working Group
  - Seniors' Advisory Committee
  - Inclusion Advisory Committee
  - Sustainable and Active Mobility Advisory Committee

- **City Influencers**

Points of Engagement

Engage Project Page

- 1.7K total visits
- 115 project documents and reports downloaded
- 135 submitted quick poll answers
- Ideas sections: 160 visited, 22 contributed

Public Meetings

- One virtual meeting with 6 residents
- Two in-person meetings with a total of 11 residents.

Community Engagement Toolkits

- 6 toolkits completed with 70 individuals with lived experience

Residents' Survey

- 882 respondents
- 73% completion rate

Focus Groups

- 11 focus group discussions with 50 representatives of community-based service providers.

City Advisory Committees and Working Groups

- 6 focus groups with 70 representatives

City Influencers' Survey

- 17 City Influencers completed a condensed version of the Residents' Survey.

Public Engagement Promotion

- City website news and media releases
- Engage St. John's project page
- Emails delivered through EngageStJohns.ca
- Posters
- Digital boards
- Professional and stakeholder networks
- Media interviews and coverage (NTV, VOCM and Saltwire)
- City social media accounts (Twitter/X, Facebook, Instagram)
  - The promotion campaign resulted in 1,122 link clicks.
  - 104,000 impressions.
  - A boosted City Influencers post resulted in 250 link clicks, 20,519 impressions and a reach of 6,996.

Key Highlights

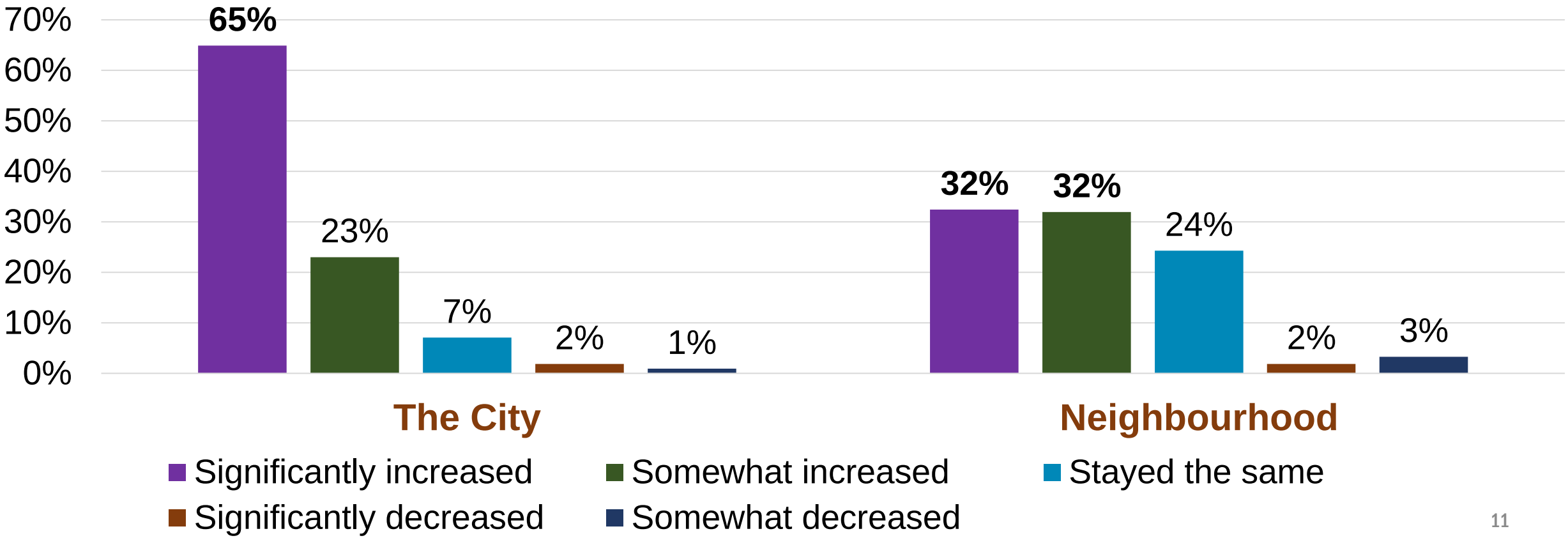
- Respondents generally agreed that crime and violence have **significantly increased** in the city over the past two years, and either **significantly or somewhat increased** in neighbourhoods.
- Respondents generally feel **extremely** or **somewhat safe** in their homes.
- Most respondents believe their current neighbourhood is **a safe place where neighbours look out for one another**.
- The top forms of violence experienced by respondents in their neighbourhoods and the city were **threats**, **criminal harassment/stalking**, and **physical assault**.
- The top form of crime experienced by respondents in their neighbourhoods and elsewhere in the city was **theft and stolen property**.
- The top problems identified at the neighbourhood level were **vehicle thefts and break-ins**, **drug use and trafficking**, **reckless driving**, and **noise disturbances**.
- Most respondents who experienced violence or crime reported it to the police.

Key Highlights (cont'd)

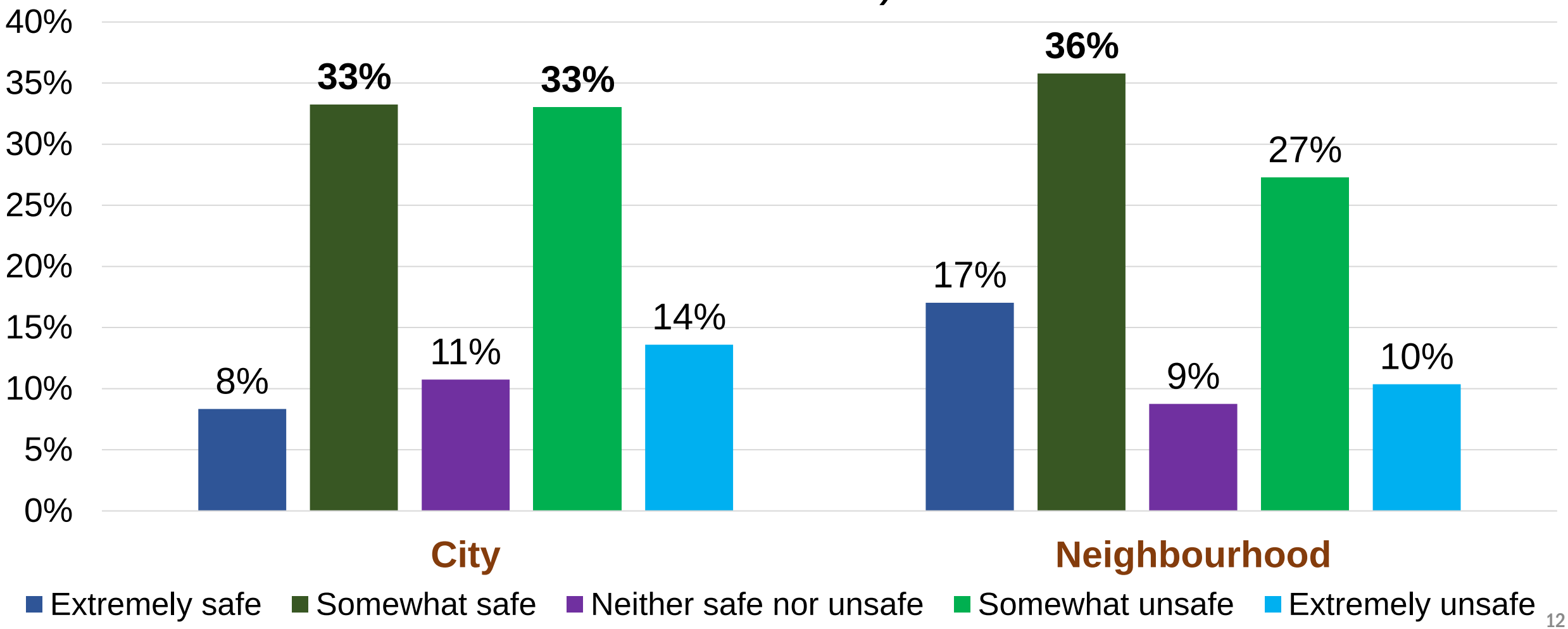
- Of those who did not report, the top reasons identified were the **belief nothing would change**, a **lack of confidence in the legal system**, and a **lack of confidence in police**.
- The top changes respondents made to daily routines due to fear of violence and crime were **locking windows and doors at all times**, **leaving lights on at night or when nobody is home**, and **not walking alone at night**.
- The top security measures respondents took to protect themselves were **keep lights on when nobody is home or at night**, **installed lights, alarm, surveillance system, etc.,** and **installed new locks or security bars**.
- Respondents across all engagement formats identified **poverty** as the main root cause of violence and crime in the city.
- Other top causes identified were **drugs and addictions**, **the housing crisis / homelessness**, and a **lack of healthcare and mental health services**.

Survey Highlights

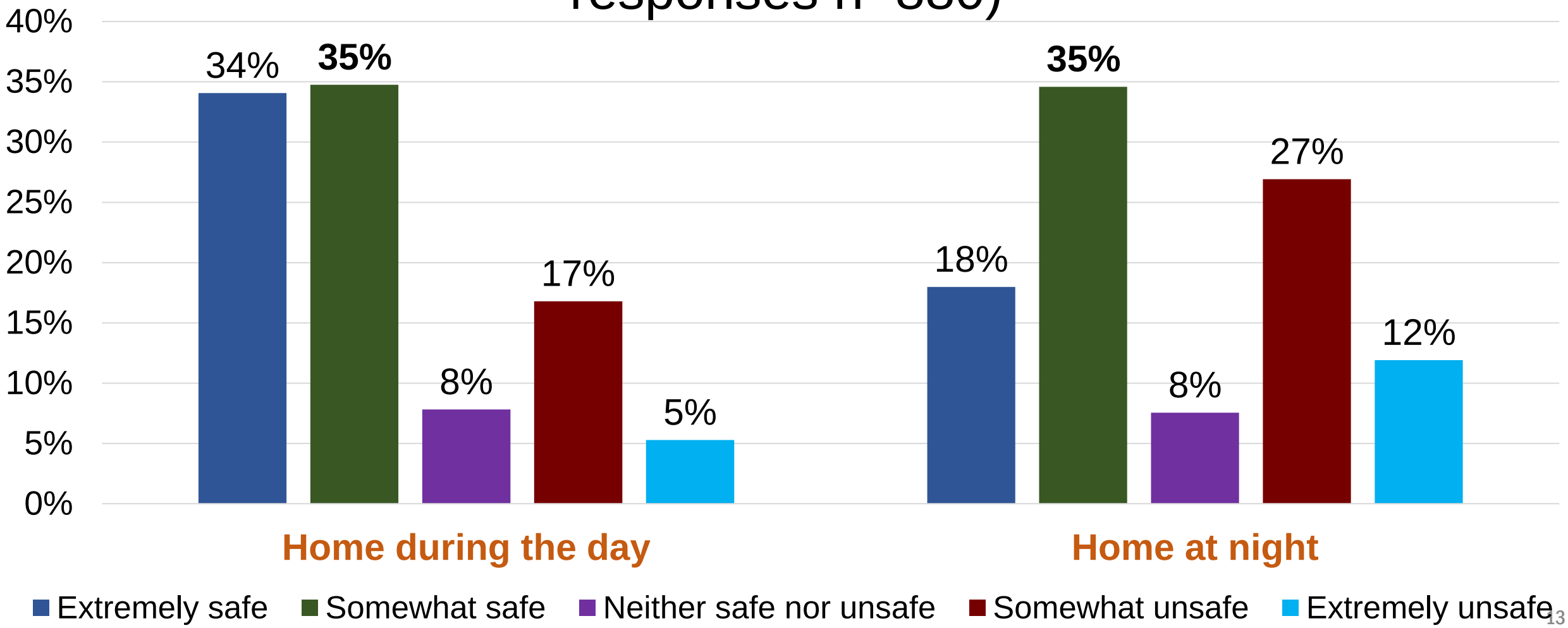
Compared to two years ago, or compared to your arrival in St. John's (if less than two years ago), do you feel that violence and/or crime have increased, decreased, or stayed the same in: (n=881)



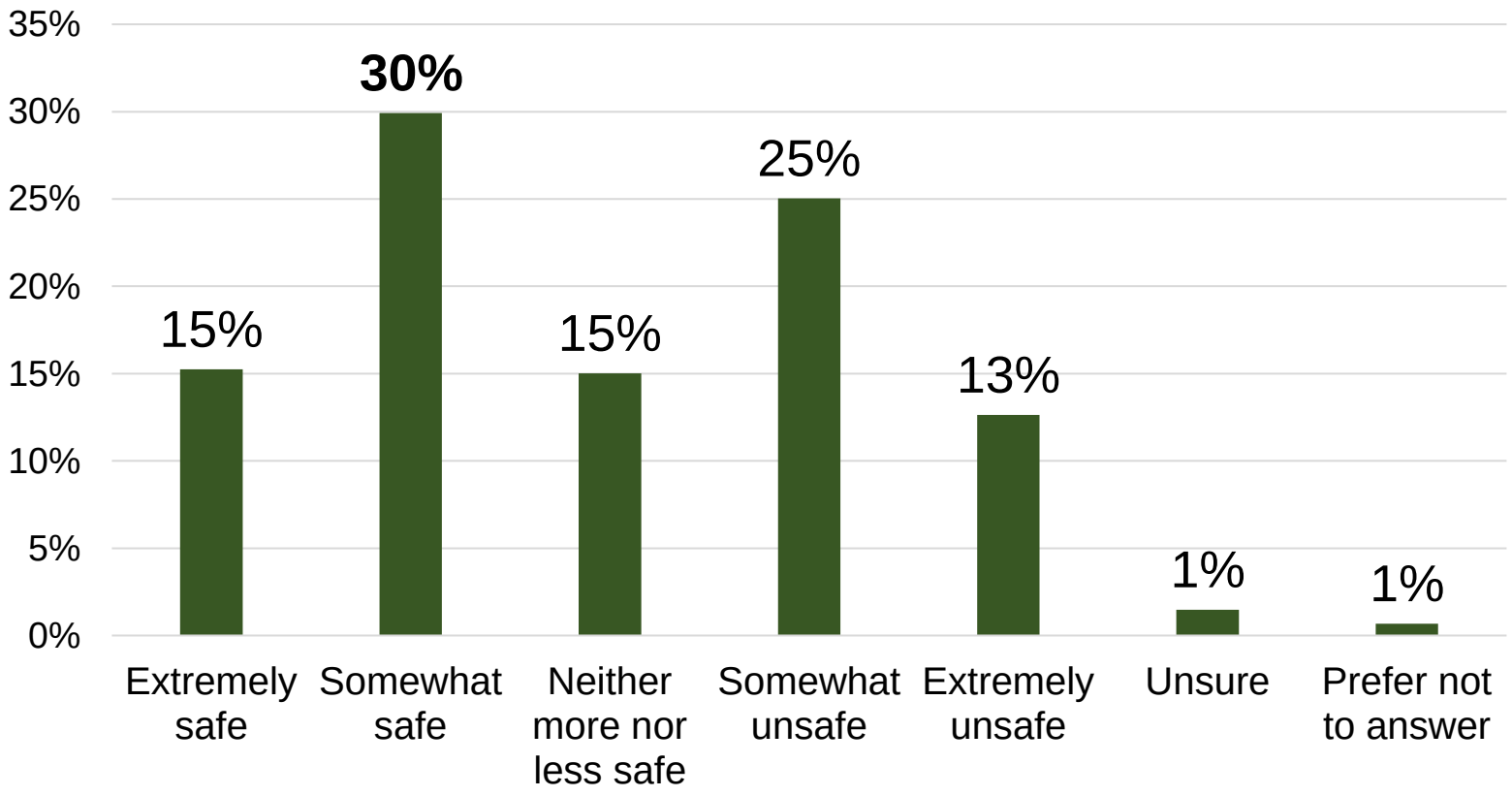
When thinking about violence and/or crime, how safe do you currently feel in your: (survey responses n=880)



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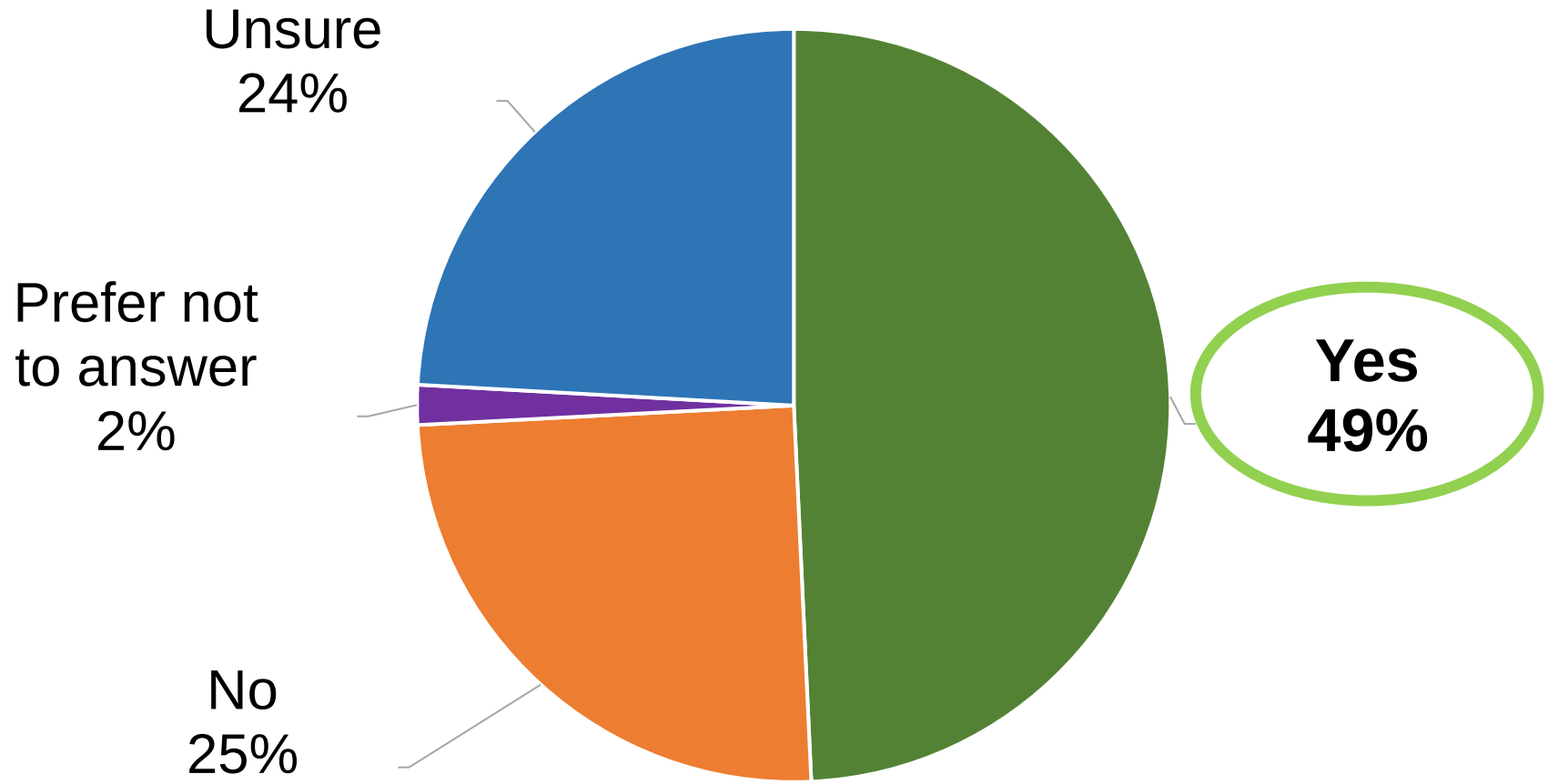
Compared to other neighbourhoods in the city in relation to violence and/or crime, do you think your neighbourhood is: (survey responses n=879)



Survey Responses:

- Somewhat safe: **30%**
- Somewhat unsafe: **25%**
- Extremely safe: **15%**
- Neither more nor less safe: **15%**
- Extremely unsafe: **13%**

Do you think your neighbourhood is a safe place where neighbours look out for one another? (survey responses n=879)



Are any of the following a problem in your neighbourhood? (Top three most reported survey responses n=779)

A big problem:

- Vehicle theft or break-ins: **44%**
- People using or dealing drugs: **42%**
- Reckless driving including excessive speeding, driving under the influence, and noise disturbances: **37%**

Perceived Violence and/or Crime Trends

Have you noticed any trends related to violence/crime over the past two years? (feedback from public meetings, focus groups and toolkits)

- Most respondents indicated that violence and crime have worsened during the past two years with no noticeable improvements.
- Rising numbers of home invasions, property damage, and theft leading to a lack of confidence in policing and justice systems.
- Seniors – increasingly hearing a lot about older people becoming victims of scams, being taken advantage of, i.e., "Grandparent scams."
- Intimate partner violence and gender-based violence are skyrocketing.
- Seeing a lot more behavioural issues, escalation, risky behaviours in youth.

Perceived Violence and/or Crime Trends (cont'd)

- There is a rise in school-based violence, including race-based violence. Movement away from "bullying" to outright physical altercations.
- Increased substance use which is related to an increase in violence, particularly towards women.
- Higher overdose-related deaths were noted among females, challenging stereotypes that substance use primarily impacts men.
- Concerns about increased violence against 2SLGBTQIA+ individuals are highlighted by recent reports (e.g., Canadian Security Intelligence Service warning).
- Many smaller crimes like petty theft seem to keep escalating.
- More sexual violence against Indigenous women noted over the past two years.

Overlapping Identities, Violence and Crime

- Overlapping identities refer to the various characteristics and aspects that make up a person's identity, such as their race, gender, abilities, sexual orientation, age, and socioeconomic status.
- These identities can intersect, influencing how individuals experience the world and potentially impacting their likelihood of encountering violence or crime.
- This understanding helps us see that people's experiences and needs are not one-dimensional but are influenced by the interplay of various aspects of their identity.

How do you think that overlapping identities affect the likelihood of someone experiencing or committing violence and/or crime?

(feedback from focus groups, public meetings and toolkits)

- People who are street entrenched/substance users may be perceived as perpetrators as opposed to victims when reporting crime.
- Underreporting of violence by marginalized communities due to normalization and a lack of trust in reporting systems. Bias in emergency response systems leads to further marginalization.
- Increase in hate speech relative to the past.
- Indigenous individuals are overrepresented in incarceration rates; the over-representation of Indigenous women in prison is staggering.
- Vulnerable individuals, especially women who have been criminalized, are purposely committing crimes to be incarcerated.

How do you think that overlapping identities affect the likelihood of someone experiencing or committing violence and/or crime? (Top three most reported survey responses)

Experiencing (n=432)

- Socio-economic status, poverty or low-income: **10%**
- Visible racialized communities including the Indigenous community: **9%**
- The more marginalized identities, the higher the chances of victimization: **9%**

Note: 16% said overlapping identities increases the likelihood of victimization in general.

Committing (n=395)

- Socio-economic status, poverty, high cost of living, lack of economic opportunities, lack of affordable housing and homelessness: **34%**
- Unfair treatment, marginalization and systematic discrimination: **11%**
- Substance use, addictions and mental health issues: **10%**

Have you or anyone in your household experienced any of the following acts of violence in the past two years?

(Top three most reported acts of violence from survey responses n=636)

Current Neighbourhood

- Threats: **25%**
- Criminal harassment / stalking: **17%**
- Physical assault: **12%**

Note: 54% of respondents did not experience any acts of violence.

Elsewhere in the City

- Threats: **33%**
- Criminal harassment / stalking: **18%**
- Physical assault: **13%**

Note: 41% of respondents did not experience any acts of violence.

Have you or anyone in your household had any of the following crimes committed against you in the past two years? (Top three most reported crimes from survey responses n=643)

Current Neighbourhood

- Theft/stolen property: **45%**
- Destruction of property: **26%**
- Drug trafficking: **24%**

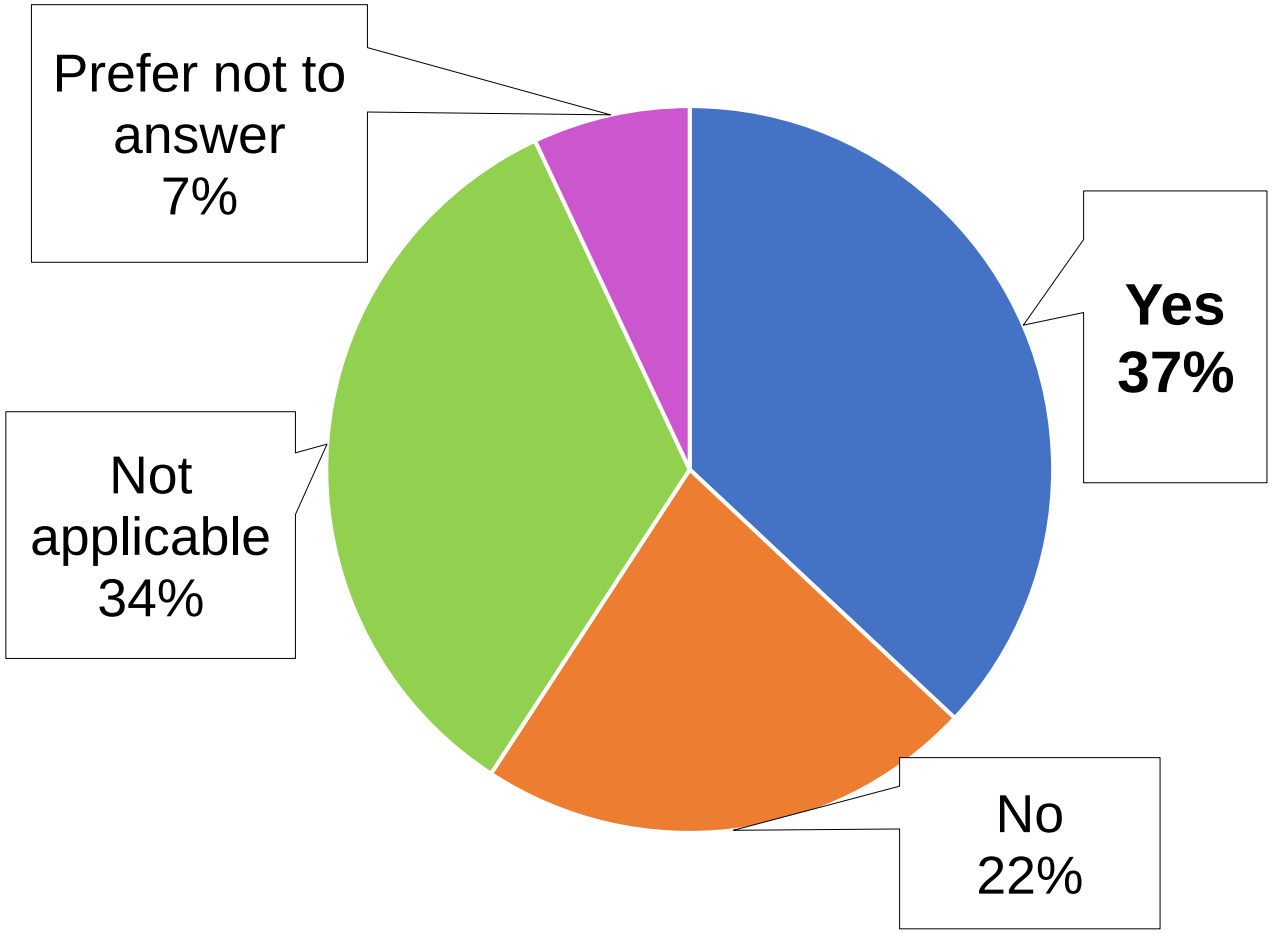
Note: 30% of respondents did not experience crime.

Elsewhere in the City

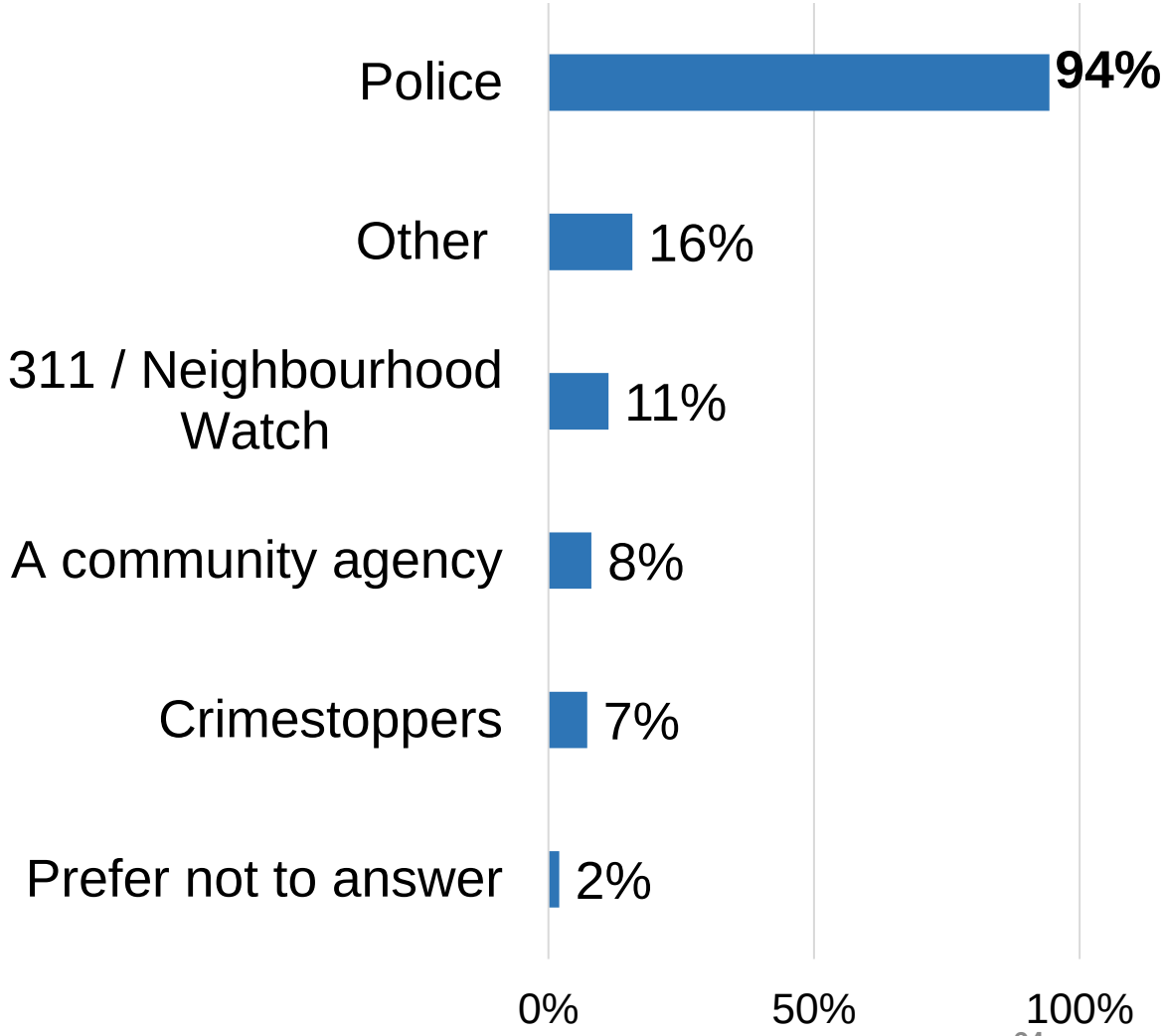
- Theft/stolen property: **19%**
- Uttering threats: **19%**
- Destruction of property: **14%**

Note: 26% of respondents did not experience crime.

If anyone in your household was impacted by crime and/or violence in the past two years, did you report it? (survey responses n=657)



To whom did you report? (survey responses n=247)



If no, why did you not report? (Top five most reported survey responses n=131)

- Believe nothing would change: **66%**
- Lack of confidence in legal system: **57%**
- Lack of confidence in police: **55%**
- Fear of retaliation: **25%**
- Unwilling to disclose/be further involved: **17%**

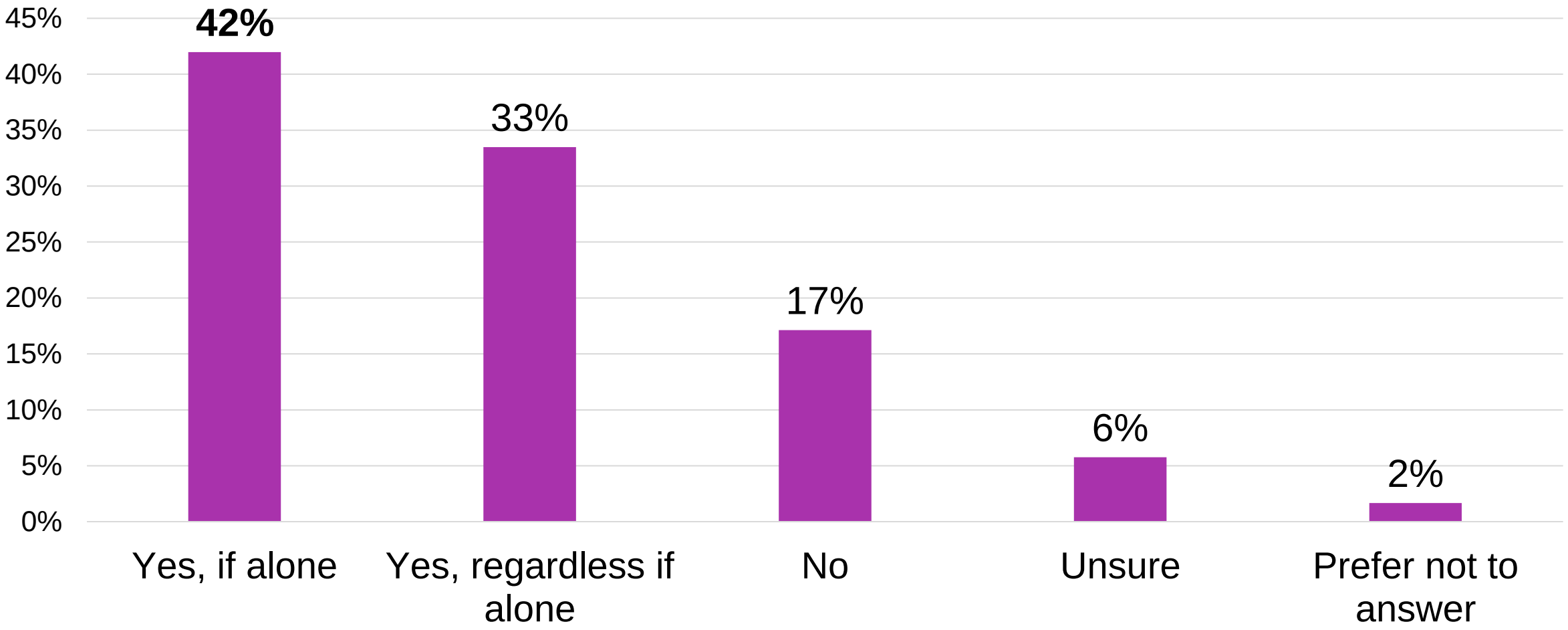
Have you or anyone in your household made any of the following changes to your daily routine due to fear of violence and/or crime in the past two years? (Top five most reported survey responses n=648)

- Lock windows and doors at all times: **75%**
- Leave lights on at night/when nobody home: **69%**
- Do not walk alone at night: **59%**
- Do not carry/wear valuable items in public: **31%**
- Made changes to travel routes: **28%**

Have you or anyone in your household taken any of the following new measures to protect yourself from violence and/or crime in the past two years? (Top five most reported survey responses n=630)

- Keep lights on when nobody home / at night: **65%**
- Installed lights, alarm, surveillance system, etc.: **52%**
- Installed new locks or security bars: **32%**
- Keep an informal weapon: **31%**
- Joined an informal neighbour group: **17%**

Are there any areas of the city that you currently avoid due to fear of violence and/or crime? (survey responses n=660)



Of the respondents who said yes, they avoid areas of the city, below are the areas they avoid and the reasons (survey responses)

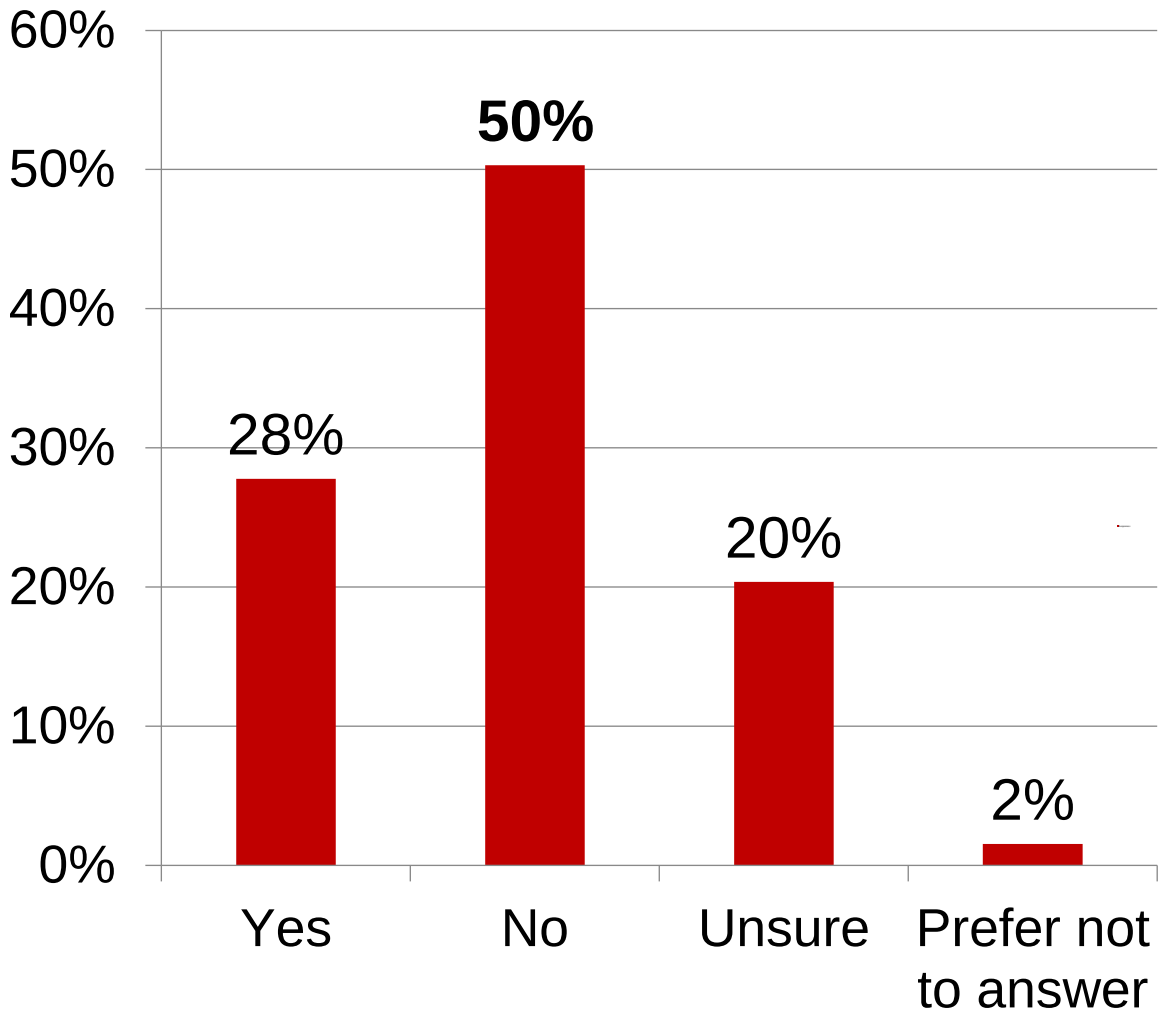
City-defined Neighbourhoods that Residents Avoid (Top three most reported survey responses n=437)

- Downtown: **89%**
- Central: **29%**
- Rennie's River: **13%**

Reasons Residents Avoid These Areas (Top five most reported survey responses n=414)

- Perceived fear of violence or crime/potential risk of victimization: **57%**
- Substance use/intoxicated people: **42%**
- Aggressive/unpredictable/people experiencing homelessness: **29%**
- Panhandling: **16%**
- Media reports of crime and violence: **8%**

Are you aware of any local violence and/or crime prevention programs? (survey responses n=648)



Programs and Services Perceived as Working Well (Top three most reported survey responses n=101)

- City-led Neighbourhood Watch: **29%**
- Crime Stoppers: **15%**
- Neighbourhood social media groups: **7%**

Note: 26% of those who were aware of local violence and/or crime prevention programs think that none of them are working well.

Examples of Best Practices to Address Violence and Crime (feedback from public meetings, focus groups and toolkits)

- Basic income programs
- Housing First models
- Early education programs on healthy relationships and coping mechanisms
- Early intervention and self-regulation programs
- Youth wraparound supports and case management programs
- Adrenaline-based activities and community connections
- Free sports programming for lower-income families to address financial barriers associated with children's participation

Examples of Best Practices to Address Violence and Crime (2/3 cont'd)

- Youth mentoring youth programs
- Restorative justice programs
- Conflict resolution services for racialized and Indigenous communities
- Youth employment programs
- Free physical and recreational programs
- Programs that allow participants to socialize
- Rehabilitation programs that are well-structured, organized and voluntary

Examples of Best Practices to Address Violence and Crime (3/3 cont'd)

- Intimate partner violence/relationship programs that help create self-awareness, allow people to better deal with their emotions, and increase their understanding about interactions with others.
- Managed alcohol programs
- Employment based programs while incarcerated
- Craft programs for Indigenous inmates – carving, woodworking, etc. with the opportunity to sell those crafts and keep part of the money
- Group programming that facilitates the development of social skills and helps with understanding interpersonal feelings

Gaps in Programs and Services to Address Violence and Crime (public meetings, focus groups, toolkits)

- Community capacity, funding, and staffing.
- Lack of options for women, issues in shelters, and the challenge of breaking the cycle of violence.
- Lack of awareness among parents about their children's online activities.
- Gap in access to shelters and affordable housing for individuals released from prison, contributing to high recidivism rates.
- Lack of services for male perpetrators of violence including fathers.
- Lack of youth spaces downtown and free youth centres with access to programs.

Gaps in Programs and Services to Address Violence and Crime (cont'd)

- Lack of access to timely detox and recovery services and safe injection and consumption sites
- Lack of early intervention after trauma and counselling services for children
- Inadequate expertise in navigating systems like child protection and justice for families
- Community oversight committee on programs and services
- Mandatory rehabilitation programs conflict with work schedules, leading to job and income loss
- Lack of training and understanding of diversity in City programs and services as well as gaps in programs and services for newcomers

Community Collaboration and Challenges (focus groups)

Lack of Awareness

- Many organizations expressed a lack of awareness about potential collaborators.
- Groups highlighted the need for platforms or channels where organizations can share information, seek advice, and collaborate more effectively.

Funding Challenges

- Current funding models were identified as a significant barrier as they are unsustainable, precarious, and insufficient to pay staff adequately or meet community needs.
- Excessive time is spent pursuing project-based funds and grants leading to competition among groups.

Community Collaboration and Challenges (cont'd)

Facilitation and Coordination

- Coordination is needed to effectively manage collaborative efforts. A central coordinating role or position is needed to facilitate collaboration among organizations and address urgent issues.
- Regular networking opportunities, roundtables, and conferences were suggested as ways to increase collaboration and engagement among organizations. These events would allow different groups to share their work, foster better connections, and improve referrals for individuals seeking support.

Resident Survey Demographics

- 882 total respondents
- 62% female
- 22% between ages of 35 and 44
- 38% possess a Bachelor's degree or certificate
- 46% did not identify any diversity factors/chose not applicable
- 27% have an annual household income of $75K to $149K
- 79% have lived in the city for more than 10 years



Summary of Key Recommendations – All Engagement Formats

- Address Poverty and Low Income
- Address Housing and Homelessness
- Increase Collaboration and Coordination
- Prevent Gender-Based and Intimate Partner Violence
- Increase Public Awareness and Understanding
- Enhance Education and Training
- Increase Funding, Resources and Programming
- Improve Community Programs and Services
- Expand City Programs
- Increase Supports for Mental Health, Addictions and Harm Reduction

Summary of Key Recommendations (cont'd)

- Recommendations for Schools and the Education System
- Improve the Justice System and Prevent Recidivism
- Improve Neighbourhoods and Public Spaces
- Improve Public Transportation
- Increase Policing and Security
- Enhance City Engagement and Practices
- Expand Employment and Skills Development Programs
- Advocate for the Urban Indigenous Community
- Support the Urban Indigenous Community

Note: details around all recommendations follow in the Appendix.

Next Steps

- The What We Heard Report as presented to Council will be published on the Engage project page.
- As many of the recommendations are not within the City's control, staff will identify relevant recommendations for the City and eligible activities for the Building Safer Communities Fund.
- Staff will work in collaboration with the Building Safer Communities Steering Committee to draft a violence and crime prevention strategy for Council's consideration.
- The strategy will be informed by research, evidence and public engagement findings.

To Stay Informed

Follow the project page or sign up to receive notifications at EngageStJohns.ca.



Appendix A

Detailed Recommendations to Address Violence and Crime- All Engagement Formats

Address Poverty and Low Income

- Collaborate with other levels of government to address poverty.
- Support universal basic income as a solution to poverty and homelessness.
- Focus on addressing the root causes of homelessness and poverty: systemic change is needed.
- Make minimum wage a livable wage, with increases matched to inflation.
- Advocate for increased Income Support rates tied to inflation.

Address Housing and Homelessness

- Build more affordable housing, warm spaces and homeless shelters in the city.
- Create partnerships with private developers.
- Implement Housing First models and support non-profit housing initiatives.
- Stop practices such as anti-homeless architecture, erecting fences, removing bus shelters, and shutting bathrooms in parks.

Address Housing and Homelessness (cont'd)

- Address Airbnb issues in the city and have regulations where landlords can only operate an Airbnb if they rent their house a certain number of months per year.
- Explore caps on the number of properties a person can own in the city.
- Explore tiny homes and vacant building taxes as housing solutions.
- Require the City to inspect homes before tenants move in for landlords receiving government subsidies, and ensure landlords agree to set rental terms.

Increase Collaboration and Coordination

- Collaborate with organizations and other levels of government to coordinate efforts and resources effectively.
- Bring multiple stakeholders together to support community and families comprehensively to address the root causes.
- Organize in-person events and create networking opportunities for non-profit organizations to collaborate.

Prevent Gender-Based & Intimate Partner Violence

- Educate men and boys about preventing gender-based violence. Shift the onus and societal expectations from women to men.
- Introduce programs for male perpetrators and create a consistent resource.
- Create / expand peer programs where men hold other men accountable.
- Educate people that intimate partner violence is not physical only, but emotional and psychological too.
- Address the root causes of why men resort to violence more than the rest of the community.
- Create public awareness campaigns to address gender-based violence.

Increase Public Awareness and Understanding

- Offer workshops to residents, particularly seniors, on how to avoid scams.
- Create public awareness campaigns to address child abuse.
- Educate the public about the challenges and root causes of homelessness and drug abuse, as well as prevention strategies.
- Educate parents about the signs of (un)healthy relationships.
- Enhance awareness to prevent physical and sexual violence, ensuring that victims have access to safe and immediate help.
- Educate the community about the long-term physical and psychological effects of abuse to foster a supportive environment for recovery.

Enhance Education and Training

- Provide training on understanding and supporting children with exceptionalities to create an inclusive environment.
- Train City and community staff on mental health first aid.
- Designate staff from each community organization to attend specific training and share the knowledge with their teams.
- Highlight diverse career options and offer robust job training and support for youth self-sufficiency.
- Measure and evaluate the impacts of existing education presentations and programs.

Increase Funding and Resources

- Provide more funding and grants to non-profits that are addressing root causes of violence/crime.
- Examine the allocation of funds within the City and redirect resources from ineffective programs to support marginalized individuals.
- Redirect funds to early intervention and prevention programs like after-school programs.
- Allocate funding from the City's regular grants program for projects that target the root causes of violence and crime.
- Develop multi-year funding models that address inflation.

Improve Community Programs and Services

- Provide recreational programs and services for youth and mothers in violent relationships and living situations.
- Create a centralized structure to assess and match individuals at risk with organizations that best meet their needs.
- Shift outreach and education programs towards preventative approaches.
- Ensure low or no barrier approaches from the top down in organizations.
- Ensure that community safety claims are genuine and backed by accountable actions, particularly when individuals position themselves as safe spaces for vulnerable populations.
- Examine the relationship between Adverse Childhood Experiences scores and the victimization and perpetration of violence.

Expand City Programs

- Increase funding to and expand Neighbourhood Watch, the REAL Program and City community centres.
- Expand the age ranges served by community centres.
- Formalize social service provision and case management in the absence of adequate resources in community centres.
- Provide free access to and more subsidies for recreation programs and community drop-in spaces, particularly for marginalized youth.
- Ensure well-trained, highly skilled and trauma-informed staff are hired in community centres.

Increase Supports for Mental Health, Addictions and Harm Reduction

- Implement / expand harm reduction strategies such as safer drug use supplies, supervised consumption sites, safe use shelters, access to Methadone and additional nasal Naloxone pickup areas.
- Increase available facilities and access to mental health and outreach services and address stigma in healthcare to prevent recidivism (the tendency of a convicted criminal to reoffend).
- Place sharps containers in public places, and regularly check parks and public spaces for needles.
- Shift away from police involvement in mental health care and crisis response; better training and approaches are needed.
- Create programming for vulnerable youth that addresses trauma, adverse childhood experiences, mental health, substance use and drug use prevention.

Recommendations for Schools and the Education System

- Increase violence prevention programming for young kids in school.
- Provide cultural education and emphasize diverse strengths.
- Ensure better mental health and medical resources to address troubling behaviors.
- Increase access to early childhood education.
- Standardize school professional development and training.
- Implement and expand restorative justice practices.
- Implement programs for teaching about healthy sexuality and gender.

Improve the Justice System and Prevent Recidivism

- Introduce holistic rehabilitation and mentorship programs for individuals released from jail.
- Study prison systems in other countries where people are treated humanely and rehabilitated and reintegrated back into society.
- Build a halfway house for women leaving prison.
- Implement strict policies and legal measures to protect individuals from stalking and harassment, particularly when leaving abusive relationships.
- Decriminalize homelessness, substance use, and sex work, and explore approaches such as harm reduction and community-based solutions.

Improve Neighbourhoods and Public Spaces

- Provide better cleaning, community gardens and flower beds to help instill pride.
- Build a library as well as a community centre or neighbourhood hub downtown.
- Provide dedicated spaces for graffiti, street art and painting for young people.
- Build complete, mixed-income neighbourhoods and make this a standard practice.
- Place emergency call phones in public parks.

Improve Neighbourhoods and Public Spaces (cont'd)

- Implement subsidized pop-up fresh, affordable veggie / food markets.
- Improve lighting in public spaces, trails and around downtown.
- Prioritize sidewalk snow clearing and improve trails to ensure safety and accessibility.
- Place more benches and garbage cans around the city.
- Explore crime prevention through environmental design.

Improve Public Transportation

- Build better bus infrastructure including benches and shelters.
- Expand Metrobus services.
- Re-vamp the GoBus to ensure more timely transportation.
- Provide more availability of routes and more transportation options at better prices.

Increase Policing and Security

- Increase police presence and security, particularly patrolling on foot, in higher crime areas.
- Introduce Municipal Peace or Enforcement Officers.
- Emphasize positive interactions between law enforcement and the public and encourage trust building to bridge the gap and make officers more approachable.
- Install CCTV camera surveillance in major hotspot areas.
- Take action on new pop-up drug sales locations when identified.

Enhance City Engagement and Practices

- Engage residents as a part of the solution and engage youth differently.
- Coordinate with citizens and improve 311 so that they can know when a safety (and other) request has been actioned.
- Hire a municipal social worker to work with at-risk populations to address prevention.
- Introduce a new *City Act* soon that gives the City more jurisdictional responsibility and authority to address violence and crime.
- Inform the public of crime and violence prevalence and issues so residents can take precautions.

Expand Employment and Skills Development Programs

- Provide practical support relating to taxes and employment
- Provide more continuing education opportunities for adults.
- Expose children to programs like Career Launch to broaden their perspectives and break generational patterns.
- Create employment programs for people with criminal histories.
- Provide more opportunities for job training, education, and employment assistance to empower youth to become self-sufficient.

Advocate for the Urban Indigenous Community

- Advocate for better front-line, municipal, and provincial responses and supports for when people leave the prison / justice system.
- Advocate for the legal recognition of Mi'kmaw, Innu-aimun, and Inuktitut as official languages of Newfoundland and Labrador.
- Advocate for Call for Change 42, which is requesting an apology from the provincial government for the legacy of harm to Indigenous people.
- Advocate for culturally-based foods in systems like prisons and food banks.
- Advocate for involving the urban Indigenous community in the design of the new provincial prison to ensure the latest and best practices in rehabilitation and healing.

Support the Urban Indigenous Community

- Designate land areas that are heavily utilized green spaces for the urban Indigenous community to explore and activate, including changing signage, erecting new monuments, and dismantling existing ones.
- Work with other municipalities and governments to develop systems to track increases in community and transphobic violence.
- Provide support for Indigenous children who are coming out of care with less connections, networks, kinship, and skills.
- Create targeted support systems for Indigenous women who are disproportionately affected by violence, including culturally appropriate counselling and legal assistance.