

Indigenous Services Canada

Departmental Plan 2023-24

The Honourable Patty Hajdu, P.C., M.P.

Minister of Indigenous Services



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From the Minister

As Minister of Indigenous Services, I am pleased to present the 2023–24 Departmental Plan for Indigenous Services Canada.

The department uses the principles of honesty, equity and transparency in our work to support service delivery and community development with First Nations, Inuit and Métis. The department strives to ensure that Indigenous individuals, families and communities have access to high quality, timely, and culturally-safe services and supports the hard work of communities as they work to close the infrastructure gaps that exist across the country.

As communities recover from the disruption of COVID-19, the department continues to work with Indigenous partners to support the health and safety of Indigenous Peoples. We support Indigenous leaders as they implement self-determined approaches to keep their members and communities safe. The focus remains to eliminate anti-Indigenous racism in Canada’s health systems; co-develop distinctions-based health legislation; and support culturally appropriate and effective mental wellness and harm reduction.

We also remain focused on supporting the safety and well-being of Indigenous children. We will compensate those harmed by the discriminatory underfunding found in the First Nations Child and Family Services program and the narrow definition of Jordan’s Principle, and will continue to work together with partners on long-term reform of the First Nations Child and Family Services program. We must all commit to a better future for this generation, as well as generations to come. We continue to work with Indigenous partners in exercising their inherent jurisdiction under the *Act respecting First Nations, Inuit and Métis children, youth and families*, ending the colonial and harmful policies that created tremendous intergenerational suffering and loss of connection to family and culture.

We are advancing self-determined approaches to education with First Nations partners. To date, we have signed nine Regional Education Agreements. These agreements are designed jointly with First Nations to support their vision and priorities, so that students living in their communities have access to a high-quality education rooted in culture and tradition.

Sustainable, climate-resilient infrastructure is also a key focus of the department. Communities need quality infrastructure to foster healthy families and close socio-economic gaps. As part of the First Nations Drinking Water Settlement concluded in 2022, Canada committed at least \$6 billion to continue our joint work to ensure reliable access to safe drinking water on reserve. Ending boil water advisories and preventing short term advisories from becoming long term ones is a key priority for the federal government. Canada repealed the *2013 Safe Drinking Water for First Nations Act* in June 2022 and will continue to work with First Nations and their representative organizations to create replacement legislation that better ensures safe drinking water and wastewater services in First Nations.



We are committed to the administration of the department's statutory and Treaty obligations, while providing governance capacity supports to Indigenous communities for the advancement of self-determination and service transfer.

To continue advancing reform of the *Indian Act*, the Government of Canada introduced a new bill outlining four significant legislative amendments to help affected individuals regain eligibility lost due to various methods of enfranchisement.

The Government of Canada remains committed to economic reconciliation to address the many ways a colonial system undermined Indigenous economic prosperity. We will seek and improve ways to support Indigenous businesses and communities to thrive through economic levers and advocate with other federal departments and agencies, provinces and territories and the private sector. Economic reconciliation is a critical ingredient in growing the prosperity of our nations and addressing the many challenges we collectively face.

This year, the work of Indigenous Services Canada included enhancing and updating the Departmental Results Framework. As the department's mandate and service areas have stabilized, it has begun the work to streamline bureaucratic processes, draw from Indigenous-led results and data frameworks, strengthen horizontal reporting with other departments, improve the overall quality of data and metrics, and be more proactive in service delivery and transfer.

The success and health of Indigenous Peoples requires a whole of government approach and the end of siloed services. ISC is doing the important work of reframing its core responsibilities, and changing the way the Government of Canada operates across departments. Indeed the department is also an advocate within the federal sphere to incorporate Indigenous worldviews, inclusive policy making and opportunities including through tangible targets on procurement.

With a renewed Departmental Results Framework in place, service transfer and support for the self-determination of Indigenous Peoples will be strengthened, and the federal government will be transparently accountable based on self-determined outcomes and priorities, something Indigenous partners have requested repeatedly.

Reconciliation is not a destination, it is truly a journey. But what is clear is the benefits to Indigenous Peoples, provinces, territories and all communities is tremendous when we focus on ensuring every person, every child sees themselves as valuable and important to the success of our nations. I look forward to another productive year of working with partners to advance the priorities of Indigenous Peoples and deliver high-quality services.

Original signed by Minister Hajdu

The Honourable Patty Hajdu, P.C., M.P.
Minister of Indigenous Services

Plans at a Glance

Indigenous Services Canada (ISC) was created in November 2017, bringing First Nations and Inuit health services (formerly with Health Canada) together with education, essential social services, child and family services programs, lands and economic development, housing and infrastructure programs from the Department of Indian Affairs and Northern Development. ISC was established through the *Department of Indigenous Services Act*, which came into force in July 2019. The department was mandated to:

- Ensure that First Nations, Inuit and Métis individuals have access to services for which those individuals are eligible.
- Take into account socio-economic gaps that persist between Indigenous individuals and other Canadians with respect to a range of matters as well as social factors having an impact on health and well-being.
- Recognize and promote Indigenous ways of knowing, being and doing.
- Collaborate and cooperate with Indigenous Peoples and with the provinces and territories.
- Implement the gradual transfer of services to Indigenous organizations.

To meet these goals, ISC developed its first Departmental Results Framework (DRF) in 2019-20 structured around the department's service delivery programs, with the overarching purpose to implement the gradual transfer of these services to Indigenous organizations in support of self-determination.

Over the past few years, the Government of Canada's policy agenda and programming with respect to recognizing and advancing priorities of First Nations, Inuit, and Métis has maintained momentum involving most federal departments/agencies and other jurisdictions. ISC's programming is diverse and often complements services for Indigenous Peoples that are offered by other organizations. The DRF structure being introduced in 2023-24 supports this evolution by moving to a single Core Responsibility that focuses on Indigenous Well-Being and Self-Determination. This change shifts the organization of the department's programs from service delivery types into those that support outcomes for Indigenous Peoples and communities—aligning with the department's mandate and vision to support and empower Indigenous Peoples to independently deliver services and address socio-economic conditions in their communities.

The new DRF will demonstrate interdependencies across Service Areas that influence socio-economic outcomes (e.g. the social determinants of health). It will provide better alignment for programs that share common objectives, outputs, and recipients (e.g. home and long-term care, infrastructure programs, etc.), improved performance measurement, and a coordinated approach to departmental engagement by Service Area. It will also simplify engagement with the goal of facilitating greater co-development and direction from partners. Although the structure may have changed, the focus on core services, or Service Areas, remains the priority to ensure that service transfer can be achieved through the many forms it may take both at the community and regional, and at times, national level.

For the upcoming year, priorities are linked to six Service Areas: Health, Children and Families, Education, Infrastructure and Environments, Economic Development, and Governance. These

priorities are guided by the overarching commitments of honesty, equity, and autonomy. Examples of how these principles are applied are briefly described below.

Honesty

ISC will work to support culturally-appropriate, safe, equitable, and inclusive health services, and develop a longer-term national approach for eliminating racism and discrimination in Canada's health systems. The department will also co-develop distinctions-based Indigenous health legislation and ensure the work is guided by Joyce's Principle. These approaches will be supported by measures outlined in Budget 2022, ongoing national and regional dialogues, and the renewal of Canada's Anti-Racism Strategy led federally by Heritage Canada.

For children and families, ISC will work with partners to identify targets and ensure measures are in place to support better outcomes in the best interests of the child. This includes the long-term reform of the First Nations Child and Family Services Program and Jordan's Principle.

Equity

As part of supporting strong and healthy Indigenous communities, ISC brings together diverse health programming that supports mental health and wellness, as well as cultural and physical well-being programs that contribute to improved health outcomes. The department will prioritize the health and well-being of Indigenous Peoples through distinctions-based approaches for developing a Mental Health and Wellness Strategy and Indigenous Long-term and Continuing Care Framework.

ISC will also continue to collaborate with Indigenous partners to ensure important sustainable infrastructure is in place to support Indigenous communities and their people. This includes working with First Nations partners to eliminate all remaining long-term drinking water advisories on reserve and closing infrastructure gaps with a particular focus on investments in housing.

Autonomy

ISC is working to advance self-determination and prosperity for Indigenous Peoples by supporting First Nations, Inuit and Métis communities, groups and governing bodies who seek to assert full jurisdiction in the areas that matter to them, such as child and family services, education, lands, and health care.

For children and families, this includes the ongoing implementation of *An Act respecting First Nations, Inuit, and Métis children, youth and families*, which supports First Nations, Inuit and Métis governing bodies in the development and implementation of laws related to child and family services.¹

Elementary, secondary and post-secondary education programs will bring together programming to support culturally-appropriate education as well as regional education agreements and forthcoming regional post-secondary education models that respond to First Nations education goals and priorities. Co-developed distinctions-based post-secondary education is framed by the principle of Indigenous control of Indigenous education.

Inclusive economic programs will advance self-determination through strong economic recovery and growth, including ensuring accessibility of Indigenous business supports. ISC will look to

invest in capacity building initiatives and co-develop approaches with Indigenous partners that advance self-determination, including transfer of departmental responsibilities, and transition away from the *Indian Act*.ⁱⁱ

For more information on Indigenous Services Canada’s plans, see the “Core responsibilities: planned results and resources, and key risks” section of this plan.

Core Responsibility: Planned Results, Resources, and Key Risks

This section contains information on the department's planned results and resources for its core responsibility. It also contains information on key risks related to achieving those results.

Indigenous Well-Being and Self-Determination

ISC provides well-being services support of First Nations, Inuit, and Métis individuals, children and families throughout their life from childhood to elder years.

These services are informed by the social determinants of health and are intended to fulfill the departmental mandate to close socio-economic gaps through services that include culturally appropriate physical and mental health; safety and social wellness; and education.

Community well-being is part of a continuum that extends to the environment and the land. These services work to create sustainable infrastructure and environments; and economic prosperity.

Support for governance capacity advances self-determination and enable opportunities for service transfer. Service transfer in partnership with Indigenous Peoples can extend across all service areas to support Indigenous self-determination in alignment with the departmental mandate.

As noted in the 2022 Report to Parliament, the department intends to engage with partners on the co-development of a Service Transfer Policy Framework. The purpose of the Framework will be to transparently lay out the objectives, processes, resources and other core aspects of service transfer, taking into account lessons learned from the past and current initiatives. The transfer of departmental responsibilities takes many forms and is highly dependent on the priorities and public sector skills and resources at the community and regional levels; however, it is equally dependent on ISC securing authorities and funding.

Once the framework is developed, ISC will also look to co-develop strategic tools and mechanisms to provide a clear path to transferring responsibilities to Indigenous organizations, including predictable and sustainable funding to support transfer agreements across service areas. In order for partners to be able to hold the department accountable to commitments, a results strategy and concrete milestones will also be co-developed.

ISC's Core Responsibility in the Context of Broader Government of Canada Commitments

ISC is committed to honouring the duty to consult with Indigenous Peoples and actively supporting the implementation of the [Calls to Action of the Truth and Reconciliation Commission \(TRC\)](#)ⁱⁱⁱ, the [Calls for Justice for Missing and Murdered Indigenous Women Girls \(MMIWG\)](#)^{iv} and the [United Nations Declaration on the Rights of Indigenous Peoples Act \(UNDRIP\)](#)^v in the design and delivery of all programs and policies both now and in the future. Existing programs within each service area are actively contributing to these commitments.

1. Health

As recognized by the TRC and MMIWG Inquiry, the current state of Indigenous health in Canada is a direct result of past and enduring colonial policies. ISC programming in the area of health aims to positively contribute towards the calls to action and to justice, while also recognizing the need

identified in the UNDRIP to uphold equal rights of Indigenous individuals to the enjoyment of the highest attainable standard of physical and mental health. Examples of these contributions include: community-based funding for Public Health Promotion and Disease Prevention, the [Non-Insured Health Benefits Program](#)^{vi} and mental wellness initiatives. To strengthen ISC's efforts, the Department is exploring with First Nations, Inuit and Métis partners the co-development of distinctions-based Indigenous health legislation that will foster a healthcare system free from racism in the spirit of Joyce's Principle. Budget 2021 announced \$126.7 million over 3 years to addressing anti-Indigenous racism in Canada's health systems. To date, Indigenous Services Canada has funded over 50 proposals that address anti-Indigenous racism in health systems through Budget 2021. Following the co-development of legislative options with First Nations, Inuit, Métis partners as well as provinces and territories (where relevant), in 2023-24, Indigenous Services Canada will work with the Department of Justice to draft the bill(s). Introduction of the bill or multiple bills will follow in Winter 2024.

The [Jordan's Principle](#)^{vii} and the [Inuit Child First Initiative](#)^{viii} are available for all eligible First Nation and Inuit individuals regardless of where they live. These initiatives contribute to closing gaps in health and social outcomes and address distinct needs and jurisdictional disputes. Jordan's Principle and the Inuit Child First Initiative also contribute to fulfilling calls to action specific to ensuring better support for families and resources for communities to keep children in their family homes and close the gaps in health outcomes between Indigenous and non-Indigenous communities, specifically with infant and child health issues.

ISC's work with federal and Indigenous partners to promote the healthy development of children and implement a co-developed Indigenous Early Learning and Child Care Framework simultaneously contributes towards fulfilling the TRC's Calls to Action by offering culturally appropriate parenting programs for Indigenous families, as well as the MMIWG Calls for Justice by providing adequate, stable, equitable, and ongoing funding for Indigenous-centered and community-based health and wellness services that are accessible and culturally appropriate for Indigenous women, girls, and 2SLGBTQQIA+ people.

Long-term and continuing care allows community members to stay together and creates environments that are more conducive to the preservation, revitalization and passing on of traditional knowledge and healing practices and enables these to be better incorporated into methods of care. This upholds and honours vitally important aspects of Indigenous culture which supports the TRC's Calls to Action, recognizing the value of Indigenous healing practices and the MMIWG Calls to provide support to revitalize Indigenous health and wellness. Offering in-community programs fosters an atmosphere that is culturally-relevant and safe, thus supporting UNDRIP's call for Indigenous Peoples to have the right to access all social and health services without any discrimination.

The ongoing implementation of the comprehensive Nursing Health Human Resources framework and the Nursing Recruitment and Retention Strategy that include cultural safety and humility training in nursing schools is a humble contribution to TRC's calls to provide cultural competency education to healthcare professionals and other calls to action from Indigenous partners.

2. Children and Families

ISC Programs in the service area of Children and Families contribute to upholding the UNDRIP call to ensure that Indigenous women and children enjoy full protection and guarantees against all forms of violence and discrimination. Through safety and prevention services, and the support for the construction of emergency and second-stage shelters, ISC is working, on a federal level, to uphold the MMIWG Call for governments to support the establishment and long-term sustainable funding of Indigenous-led low-barrier shelters, safe spaces, transition homes, second stage housing, and services for Indigenous women, girls, and 2SLGBTQQIA+ people. In 2021, the Government of Canada announced \$724.1 million to launch a Comprehensive Violence Prevention Strategy. As part of the Strategy, in 2023-2024, ISC will continue to work with the Canadian Mortgage and Housing Corporation to support the construction of new emergency and second-stage shelters, as well as funding to support culturally appropriate enhanced services and violence prevention activities. It is anticipated that applications will be accepted until March 2024. This will be determined on the number of projects selected in each phase and the available funding.

Child and Family Service programs are working with partners to make immediate and long-term reform to child and family services on reserve and in the Yukon, and implement the *Act respecting First Nations, Inuit and Métis children, youth and families*.

3. Education

ISC is working to transform elementary and secondary education programming for First Nations students to support education that respects First Nations' methods of teaching and learning. An example of education transformation is the extension of the British Columbia Tripartite Education Agreement for two years starting June 30, 2023 (2023–2025) while work begins to renegotiate for 2024-25. Agreements such as this provides funding for First Nation children to have access to an education that is rooted in their own culture and provided in their own language, thereby helping to ensure students receive both a high quality and culturally appropriate education that responds to their needs.

As ISC concludes more regional education agreements and establishes a framework based on First Nations-led funding formulae, progress is being made towards increasing First Nations control over First Nations education. This upholds the UNDRIP call for Indigenous Peoples right to establish and control their educational systems and institutions, providing education in their own languages, in a manner appropriate to their cultural methods of teaching and learning.

Through distinctions-based Post-Secondary Education programming, ISC is working toward increasing the number of post-secondary Indigenous students. The department is also collaborating with Employment and Social Development Canada and other federal departments to support program expansion for the First Nations and Inuit Youth Employment Strategy.

4. Infrastructure and Environments

ISC is answering the UNDRIP and MMIWG Calls to uphold the right of Indigenous Peoples to the improvement of economic and social conditions through support of community infrastructure. This contributes to Indigenous Peoples, including elders, persons with disabilities, Indigenous women, girls, and 2SLGBTQQIA+ people, having access to services and infrastructure that meet their social and economic needs such as safe housing and clean drinking water that supports

sanitation, health and social security. Through initiatives for capacity building and procurement pilots, ISC is actively working to support water and wastewater infrastructure projects and ensure sustainable access to safe drinking water in First Nations communities with the goal of lifting remaining [Long-Term Drinking Water Advisories](#).^{ix} Investments to improve [housing](#) conditions help support the integrity of First Nations families and communities.^x Suitable housing options and safe shelters can become available for First Nations women, girls and 2SLGBTQQIA+ people who are at risk for targeted physical, sexual and emotional violence and domestic abuse.

Funding and support to build, renovate, and maintain education facilities in First Nations communities contribute towards advancing the UNDRIP call to honor the right to administer social programs through their own institutions. First Nations and Inuit health infrastructure projects contribute towards fulfilling UNDRIP call to support health outcomes, and the TRC's and MMIWG Calls to provide Indigenous healing centres for in-community access to culturally-appropriate health and wellness services. Other general community infrastructure projects help to answer the MMIWG Inquiry Call to improve the quality of life and the environment for Indigenous communities such as improving connectivity and access to high speed internet.

Enabling First Nations to reassert jurisdiction over their land, environment and natural resources, contributes towards fulfilling UNDRIP and the TRC's Calls to Action by honoring and affirming Treaties and Indigenous rights, Indigenous law, and Indigenous–Crown relations. This includes land management and land-use planning, environmental reviews and addressing concerns associated with waste management and contaminated sites.

The advancement of governance and service delivery for First Nations emergency preparedness supports the UNDRIP call to recognize the right to autonomy or self-government in matters relating to self-determination.

5. Economic Development

The principles of UNDRIP speak to self-determination in economic development and that government has the responsibility to support these activities and ensure continuing improvement of economic and social conditions. Indigenous Financial Institutions and Métis Capital Corporations who deliver programs have strong on-the-ground presence and reach communities they serve. They are governed by investment committees with representatives of different communities they serve, enabling Indigenous Peoples to participate in decision making with respect to economic development.

ISC's economic development funding respects the right to self-determination by Indigenous partners and uses a distinctions-based, inclusive approach. For example, the Indigenous Women Entrepreneurship initiative increases accessible supports for women and improves social and economic security for Indigenous women entrepreneurs.

Advancing work with First Nations on their assertion of jurisdiction and the modernization of Indian Oil and Gas Regulations helps to support the UNDRIP and MMIWG Calls to uphold the right of Indigenous Peoples to self-determination and freely pursue their economic, social and cultural development. Strategies and initiatives that fall under the Indigenous Entrepreneurship and Business Development program also uphold these calls, such as investing in building capacity

for local, economically-sustainable clean energy projects in First Nations, Inuit, and Métis communities, and funding Indigenous organizations that support and increase Indigenous entrepreneurship.

6. Governance

ISC invests in First Nation-led processes that transition away from the *Indian Act* and capacity building initiatives that strengthen the fabric of Indigenous governments across Canada. These actions contribute to bringing conformity to several UNDRIP articles and the right of Indigenous Peoples to freely pursue and strengthen their distinct economic, social and cultural development; and self-govern in matters relating to them. Funding initiatives such as the [New Fiscal Relationship Grant](#) is aligned with UNDRIP as it seeks to provide First Nations with autonomy in the design and delivery of services.^{xi}

Helping First Nations convert to election systems and ensuring First Nations governments have core management and administrative capabilities contribute to fulfilling UNDRIP calls to uphold the right of Indigenous Peoples to participate in decision-making matters which would affect their rights through representatives chosen by themselves in accordance with their own procedures, determine their own identity or membership in accordance with their customs and traditions, and promote, develop and maintain their institutional structures and their distinctive customs, spirituality, traditions, procedures, practices, juridical systems or customs in accordance with international human rights standards.

While recognizing that there is more work to do on reform, the department will pursue proposed amendments to the *Indian Act* as an additional step forward on the path of reconciliation. These amendments contribute to recognizing, protecting and supporting the MMIWG Calls, specifically by seeking to uphold the right of Indigenous Peoples to informed consent to all decision-making processes that affect them and by eliminating gender discrimination in the *Indian Act* to ensure rights are guaranteed equally to men, women, girls, and 2SLGBTQQIA+ people.

For more information on the specific references to the TRC’s Calls to Action, the MMIWG Calls for Justice, or UNDRIP Articles, see the “Corporate Information - Reporting Framework” section of this plan.

Gender-Based Analysis (GBA) Plus

ISC’s approach to GBA Plus endeavors to be culturally competent and is informed by the GBA Plus frameworks from Indigenous Women’s organizations and expertise from Indigenous communities, individuals and knowledge. ISC’s GBA Plus approach encourages the use of Indigenous social determinants of health and co-development in decision making, policy and program design, service delivery and when measuring impacts. Together, these frameworks support all pillars and goals of the [Gender Results Framework](#)^{xii}, and help to advance key government priorities, including the transfer of departmental responsibilities for services, the MMIWG Calls to Justice, the TRC’s Calls to Action, United Nations Declaration on the Rights of Indigenous Peoples, and the Federal 2SLGBTQQIA+ Action Plan.

The renewal of the DRF provides ISC the opportunity to strengthen the alignment of its structure to help ensure inclusive outcomes for Indigenous Peoples. A GBA Plus lens was used to help design the DRF and the Service Area approach, which supports intersectional and holistic

reporting. The development of these groupings reflect the changing realities and inequalities of the diverse populations that ISC serves.

ISC, with the leadership of its GBA Plus Responsibility Centre, will continue to work with Indigenous Partners, the Indigenous Women's Well-Being Advisory Committee¹, Women and Gender Equality Canada, Crown Indigenous Relations and Northern Affairs Canada (CIRNAC), and other partners and stakeholders to ensure further integration of GBA Plus considerations for policy and program design, service delivery, and performance measurement at the departmental and Program level.

Where available, Departmental Results will report gender disaggregated data (e.g. health, educational attainment, safety, and economic well-being). As ISC works to further co-develop indicators with Indigenous Partners and advance the transfer of departmental responsibilities for services, the department will continue to give preference to distinctions-based Indigenous-led data strategies that foster aggregate-level, outcomes-based reporting that support Indigenous communities' ownership of their own data and story-telling.

Indigenous Service Canada's programs and initiatives are distributed across gender, income levels, ages, Indigenous distinction groups (i.e. First Nation, Inuit and Métis) and geography. ISC will continue to work to close socioeconomic gaps for other sub-populations of such as 2SLGBTQIA+ individuals, women, persons with disabilities and physical or mental health issues, and youth.

With these findings in mind, ISC will use GBA Plus in 2023-24 to ensure positive outcomes for the Indigenous Peoples and communities it supports. This is detailed by Service Area under the *Planning Highlights* section below.

GBA Plus considerations will also be implemented at the Program level. Where data gaps exist, recommendations will be made to internal and external stakeholders to collect disaggregated data by gender, age, geography and other identity factors that speak to the realities faced by the populations ISC serves.

The department will continue to strengthen its application of GBA Plus internally by supporting department specific training and by building enhanced governance structures. ISC will also work with CIRNAC and Indigenous partners to create distinctions-based culturally-competent GBA Plus approaches and tools. Additionally, the department will continue its work with CIRNAC, Women and Gender Equality Canada and the Canada School of Public Service to include Indigenous considerations in GBA Plus training and tools for all public servants.

Innovation

The process of renewing ISC's Departmental Results Framework enables the strengthening of performance measurement and provides an opportunity to implement quality and relevant data and performance indicators and targets by service area that will be more reflective of outcomes to

¹ ISC established an Advisory Committee on Indigenous Women's Wellbeing with Indigenous partners and federal departments. This committee provides the department with gender and distinctions-based advice and guidance on issues within the social determinants of health.

which ISC's Programs and services contribute. Budget 2021 announced \$81.5 million for the Transformational Approach to Indigenous Data, which focuses on the development and implementation of First Nations, Inuit, and Métis led data strategies to enhance their data capacity. In the long term, this capacity will help ensure that ISC's Departmental Results Framework reflects a shared understanding with Indigenous Partners of how to measure success in a culturally relevant way. In the meantime, ISC will continue the work to enhance the availability of the Indigenous-led disaggregated data required to effectively support the department's commitment to advancing substantive equality and the closure of socio-economic gaps.

The new DRF and Program Inventory will also allow for service transfer considerations (including interdepartmental, multi-jurisdictional, and legislative considerations) to be identified by service area. The renewed DRF will also facilitate better coordination among programs to address the considerations being identified. As ISC works to further co-develop indicators with Indigenous Partners and advance service transfer through grant, block or flexible agreements, ISC will continue to give preference to Indigenous-led data strategies that foster aggregate-level, outcomes-based reporting and outcomes-based reporting that supports Indigenous communities' ownership of their own data, story-telling and reporting back to their own citizens.

To improve the quality and relevance of methodologies and frameworks, the ISC Evaluation Directorate has invested in a partnership with the *Indigenomics Institute* on a project entitled *Centering Indigenous Worldviews within Evaluation Frameworks*. The project aims to generate a set of practical co-designed tools and methods for evaluation processes to be piloted in an upcoming evaluation. Commonly used methodologies for program evaluations are often rooted in Westernized, positivist perspectives that do not incorporate the diversity and vibrancy of Indigenous nations, peoples, cultures, worldviews and knowledge systems. As Indigenous nations are moving towards self-determination, evaluation is a critical collaborative tool to strengthen relationships, expand language, philosophy, and methods, and advance Indigenous-led evaluation criteria.

Planning Highlights by Service Area

ISC has a single Core Responsibility in order to demonstrate how various programs contribute to an overall objective; however, the department continues to track and report on expenditures and results related to six key service areas: Health, Children and Families, Education, Infrastructure and Environments, Economic Development, and Governance.

Health

Seeking to fulfill the Core Responsibility of Indigenous well-being from a health perspective requires taking a holistic approach to improving health outcomes for Indigenous Peoples. This means considering all aspects of health and its determinants, including mental, economic, cultural, and social factors, rather than just symptoms of diseases. The Health Service Area brings together health programs that support mental, cultural and physical well-being including Public Health Promotion and Disease Prevention, Home and Long-Term Care, Primary Health Care, Health Systems Support, Supplementary Health Benefits, Jordan's Principle and the Inuit Child First Initiative.

There are three departmental results in this Service Area that work together to ensure Indigenous Peoples are physically and mentally well, and have access to quality federally-funded health services. These departmental results are aligned with the TRC's Call To Action that calls upon the federal government to establish measurable goals that identify and close the gaps in health outcomes between Indigenous and non-Indigenous communities.

Departmental Result 1: Indigenous Peoples are physically well

ISC is committed to improving health outcomes for Indigenous Peoples to ensure they are physically well. The department will work toward this result by breaking down program siloes to provide communities with more flexibility to implement integrated and holistic health services. This alignment of health programming will also leverage existing synergies to support the transfer of health-related services to First Nations and Inuit communities.

In 2023-24, ISC will continue to:

- Ensure eligible First Nation and Inuit individuals have improved access to the range of medically necessary health benefits through the Supplementary Health Benefits Program (also known as Non-Insured Health Benefits).
- Engage with the Assembly of First Nations on a multi-year joint review of the Supplementary Health Benefits program to identify and implement actions that enhance client access to benefits, and with Inuit Tapiriit Kanatami and the National Inuit Committee on Health to find ways of improving the delivery of benefits to Inuit clients.
- Ensure First Nations and Inuit children have access to the products, services and supports they need, when they need them, regardless of where they live in Canada through the Jordan's Principle and the Inuit Child First Initiative program.
- Work with First Nations partners on [reforming the First Nations Child and Family Services and renewing the approach to Jordan's Principle](#) while also implementing immediate and ongoing measures as ordered by Canadian Human Rights Tribunal.^{xiii}

- Support Inuit partners to establish an Inuit-specific approach that better meets the needs of Inuit children in the long-term and collaborate with Inuit Tapiriit Kanatami to raise awareness of the Inuit Child First Initiative.

ISC will also continue in its commitment to fostering a health system free from discrimination where Indigenous Peoples are respected and safe. In 2023-24, ISC will:

- Fully implement **Joyce's Principle**.^{xiv}
- Continue to hold National Dialogues and regional and themed roundtables to prompt further action by health system partners and measure progress for eliminating **anti-Indigenous racism** in Canada's health systems.^{xv}
- Co-develop **distinctions-based Indigenous health legislative options** with First Nations, Inuit, Métis and Intersectional partners as well as provinces and territories (where relevant).^{xvi}
- Implement Budget 2021 funding for Anti-Indigenous Racism in health systems.
- Bolster Indigenous Health System navigators to provide culturally sensitive access to services and support for Indigenous Peoples and their families.

As a key contributor to supporting *SDG 10 - Reduced inequality* and *SDG 16 – Peace, justice and strong institutions*, ISC is committed to continuing to work with First Nations, Inuit, Métis and Intersectional partners guided by **Joyce's Principle**, towards the development and implementation of distinctions-based legislation that will foster health systems that will respect and ensure the safety and well-being of Indigenous Peoples health care services regardless of where they live.

The department will measure distinctions-specific progress towards ensuring positive health outcomes through self-reported health status. Studies have demonstrated that it is a reliable and valid measure that can be more effective than clinical measures for the prediction of help-seeking behaviours and health service use.

Departmental Result 2: Indigenous Peoples are mentally well

Mental health^{xvii} is linked to the overall **health status of Indigenous individuals and communities**.^{xviii} Inequities in mental wellness being experienced by Indigenous populations are linked to intergenerational trauma, current day racism and discrimination, access to mental wellness services, and other gaps relating to the social determinants of health. ISC's efforts to address these inequities are strongly guided by Indigenous-led frameworks such as the First Nations Mental Wellness Continuum Framework, Honouring Our Strengths, and the National Inuit Suicide Prevention Strategy.

In 2023-24, ISC will:

- Implement distinctions-based mental wellness initiatives linked to a three-year investment of \$597 million from Budget 2021.
- Continue to provide trauma-informed health and cultural [supports for Indian Residential School survivors](#), and funding for mental health and traditional healing support services with a call center component for individuals who have been affected by Indian Residential School, Indian Day School, or MMIWG.^{xix}

The department will measure distinctions-specific progress towards increasing positive outcomes through self-reported mental health surveys that ask respondents to rate their mental health. This is a recognized metric that closely aligns with other measures of mental health and well-being.

ISC's suite of community-based, culturally relevant health promotion programs and services will contribute to *SDG 3 – Good health and well-being* and support the Federal Implementation Plan for the 2030 Agenda by focusing on healthy living, healthy child development, and social and mental wellness. This includes improving **Indigenous health outcomes** through supporting the elimination of tuberculosis across Inuit Nunangat by 2030 and supporting distinctions-based approaches to mental wellness for Indigenous communities.

Departmental Result 3: Indigenous Peoples have access to quality federally-funded health services

ISC recognizes that accessibility of quality federally-funded health services is key to achieving physical and mental wellness for Indigenous Peoples. Barriers to accessibility can occur due to many factors such as living in remote locations where there is a lack of available resources, a distrust of the health care system due to historical trauma, systemic racism or a lack of cultural safety, or poverty that limits access to transportation options. In 2023-24, ISC will:

- Continue to provide multiple in-community programs to help remove these kinds of barriers and support access to a wide range of health services.
- Continue to advance culturally-grounded public health surveillance, health protection and promotion and disease prevention.
- Support community-directed services related to promoting healthy living including improved access to healthy foods, increased physical activity, and reducing commercial tobacco use. Specific efforts will include working closely with Inuit Tapiriit Kanatami and Inuit partners to provide secretariat services for the Inuit Crown Food Security Working Group, supporting the implementation of the work plan, and collaborating with other departments to support the Inuit Nunangat Food Security Strategy.

ISC's continued support of **Nutrition North Canada** contributes to advancing *SDG 2: Zero hunger* by ensuring community-based nutrition education activities are available in isolated northern communities to increase knowledge of healthy eating and skill development in selecting and preparing healthy store-bought and traditional or country foods, and to improve healthy food access.

ISC will continue working with federal and Indigenous partners to promote healthy development of children by implementing the co-developed Indigenous Early Learning and Child Care Framework. In 2023-24, ISC will support expanded availability of Indigenous Early Learning and Child Care for children and services for youth and 2SLGBTQIA+ in communities, as determined by Indigenous partners.

As part of its mandate to deliver distinctions-based support in response to COVID-19, ISC will:

- Continue to work closely with the Public Health Agency of Canada, other federal departments, and provincial and territorial governments as well as Indigenous leadership, organizations and communities as the pandemic continues to evolve to protect the health and safety of Indigenous Peoples. This includes supporting Indigenous organizations and communities in responding to ongoing and emerging public health threats and emergencies.
- Provide sustained funding for community-driven and community-designed health emergency management preparedness and mitigation activities.
- Support Indigenous communities' responses to other [communicable disease](#) concerns,^{xx} such as tuberculosis, and sexually transmitted and blood-borne infections (i.e., syphilis, HIV and hepatitis C), as well as other vaccine-preventable diseases (i.e., influenza and pneumococcal infections) or any other emerging health emergencies as they arise (i.e., monkeypox).
- Strengthen the delivery of core environmental public health programming designed to identify and prevent public health risks on-reserve that could adversely impact the health of community residents.
- Expand the scope of project proposals submitted under the [First Nations Environmental Contaminants Program](#) to include risk factors with clear impact on human health such as exposure to radon.^{xxi}

Through **environmental public health services**, ISC is contributing to *SDG 3 – Good health and well-being*. To help facilitate the delivery of these core services, a strategy to support the recruitment and retention of on-reserve Environmental Public Health Officers will be implemented.

Environmental Public Health Services also support *SDG 13 – Climate action* via the **Climate Change and Health Adaptation Program** which is designed to build capacity for climate change and health adaptation by funding First Nations and Inuit communities' efforts to identify, assess, and respond to the health impacts of climate change.

Long-term and continuing care programs allow community members of all ages to receive the care they need in their homes and remain in their community while maintaining as much independence as possible. When community members are kept together, a vitally important aspect of Indigenous culture is upheld and honored. Traditional knowledge and healing practices are more likely to be preserved, revitalized and passed on to others, and incorporated into methods of care. In 2023-24, ISC will:

- Co-develop a new and more holistic distinctions-based Indigenous Long-term and Continuing Care Framework in collaboration with First Nations and Inuit partners.
- Advance culturally-grounded home and community care services inclusive of comprehensive nursing assessment, clinical nursing treatments in the home, personal care, care coordination and case management, access to medical supplies and equipment and facilitating linkages with other services.

Additional important components to ensuring access to in-community health services involves continuously exploring new and innovative retention and recruitment strategies to secure a stable health workforce and improving the efficiency of health care delivery. In 2023-24, ISC will:

- Address nursing shortages through the ongoing implementation of the comprehensive Nursing Health Human Resources framework and the Nursing Recruitment and Retention Strategy. This includes support for nurses working in Indigenous communities and improvements to cultural safety and humility training in nursing schools.
- Promote improved access to innovative healthcare technologies, especially in light of the pandemic, to help virtually connect First Nations individuals, families and communities in remote areas with general practitioners, specialists, diagnostic testing and follow-up appointments (i.e. electronic medical records and virtual care).
- Continue engaging with digital health organizations and First Nations partners including the Assembly of First Nations, Canada Health Infoway and provincial governments (i.e., connectivity and interoperability).

Administering programs and supports that work to achieve wellness for Indigenous Peoples is only one half of ISC's core responsibility and is incomplete without also working to advance self-determination; reclaiming jurisdiction in the area of health is a key priority for Indigenous communities and a key part of ISC's mandate. In 2023-24, ISC will:

- Advance First Nations, Inuit, and Métis data governance and data capacity by increasing the collection access and use of health data, and facilitating devolution through the development of a robust Indigenous data network.
- Continue collaborative engagement and negotiation processes between Canada, First Nations partners, and provinces and territories to develop new First Nations-led health models or entities to assume greater control of the design, administration, management, and delivery of federally administered health services and programs.
- Explore approaches to support the ongoing work of Health Transformation, including the onboarding of new projects. This will focus on health planning and administrative solutions to build capacity for First Nations, as well as Inuit partners at various stages in the service transfer process.

ISC will measure progress on access to quality federally-funded health services by tracking self-reports on the quality of clinical and client care service delivery in remote and isolated First Nations communities. Self-reports on experiences of clients are an important measure to assess the quality of health services, as positive health care experiences are known to be related to follow up of recommended prevention actions and treatments, better clinical outcomes, improved patient safety and reduced health care use.

The department will also measure progress on the transfer of health services to First Nations control through the annual percentage of First Nations under Block or Flex funding agreements or in the 10-year New Fiscal Relationship Grant. First Nations under these funding agreements develop plans for the delivery of community-based health programming, and receive health governance funding to increase capacity for service delivery and management. The flexibility to move funds supports this increased control by allowing recipients to plan out their health priorities and deliver programming in those areas, as designed by them.

Gender-based Analysis Plus for the Health Service Area

The Health Service area uses gender-based analysis plus in various ways to ensure inclusive outcomes, mitigate negative impacts, remove barriers to access, or address disparities for possible sub-populations who may be differentially impacted by an issue being addressed.

Mental wellness supports are strongly guided by Indigenous-led frameworks such as the First Nations Mental Wellness Continuum Framework, *Honouring Our Strengths*, and the National Inuit Suicide Prevention Strategy. Each of these frameworks outline a comprehensive, strengths-based approach that identifies the need for specific supports for populations at risk, including across genders and for individuals who identify as 2SLGBTQQIA+. By highlighting key Indigenous social determinants of health, including self-determination, equity, and collaboration across all sectors both nationally and internationally, these frameworks not only support all pillars and goals of the Gender Results Framework, but also are designed to address the gendered impacts and experience of trauma and violence. A few demonstrations of this work are described below.

Starting in 2022-23, the data collection instrument for the Nutrition North Canada Nutrition Education Initiatives gathers some details on gender, including whether participants who attended community activities were male, female or another gender. This information will help determine if Nutrition Education Initiatives activities are reaching specific genders.

In recognition of the need to ensure the voices and perspectives of Indigenous women in departmental policy and decision-making processes, and as part of the response to reports of forced and coerced sterilization of Indigenous women in Canadian hospitals, ISC established an Advisory Committee on Indigenous Women's Wellbeing with Indigenous partners and other federal departments. This committee provides gender and distinctions-based advice and guidance on issues across the social determinants of health. Going forward, work will continue with Indigenous partners, including the Advisory Committee on Indigenous Women's Wellbeing, and the Indigenous Early Learning and Child Care Transformation Initiative. This will ensure new GBA Plus approaches are designed and guided by Indigenous Peoples.

With respect to Communicable Disease Control and Management, GBA Plus is integrated in program design and management activities to ensure that Indigenous partners receive supports that are equitable and accommodating to the needs of diverse populations. In practice, this is accomplished by creating flexibility in the variety of supports offered to communities to ensure that they respond to the unique needs of various populations within communities. Furthermore, within program policy design, GBA Plus considerations are integrated to create equity in understanding specific risk factors for various populations and then determine how to best support them.

Environmental Public Health services positively impact all members of the community to advance the Poverty Reduction, Health and Well-being goal of Canada's Gender Results Framework. In addition, Environmental Public Health Officers and Community Based Drinking Water Quality Monitors are working to improve access to safe water to positively impact the health of all individuals, with a special focus on facilities that house those that are the most vulnerable, such as the inspection of schools and long-term care facilities. Another example is incorporating youth and elders by design within proposal-based programs by requiring that funded projects reflect the impact of climate change on them, and include them in the development and implementation of adaptation plans.

An engagement process with Indigenous partners focusing on services and systems to build a new and more holistic long-term and continuing care framework is providing an opportunity to learn from Indigenous partners about how best to improve long-term and continuing care while applying a gender-based analysis lens. Mitigation strategies for topics such as considering the impacts on Indigenous women who tend to be responsible for the majority of unpaid care are being considered and built into the new framework as it is developed. Furthermore, the engagement also provides an opportunity for Indigenous partners to help inform the development of its GBA Plus reporting strategy on topics such as the inequalities between women and men in their contributions to the delivery of informal caregiving on reserve.

During the COVID-19 pandemic, ISC has focused on providing essential supports, supplies and equipment to Indigenous communities and organizations. As part of this work, ISC secured funding of \$186.8 million over two years (2020 – 2022), for a new Supportive Care Initiative; this was to address the immediate and supportive health and social service needs of Indigenous communities related to the COVID-19 pandemic in areas such as home care and long-term and continuing care services. This initiative provided support to Indigenous seniors, adults with disabilities, and their caregivers, including women who make up the vast majority of personal support workers. As in-home care and support for caregivers is expanded, this will create paid jobs for personal support workers and homemaking services, which are predominantly female.

Recognizing the recruitment and retention challenges for Environmental Public Health Officers, ISC is working on a recruitment and retention strategy with a focus on Indigenous Peoples, including exploring opportunities for establishing scholarships and bursaries to support accreditation in the field. A gender-based lens will be applied to this strategy to increase the number of women recruited and retained.

Clinical and client care as point of care in nursing stations and other health facilities is focused on care and treatment, often in urgent and acute care settings, that is provided irrespective of gender and other intersectionalities. However, when a client presents themselves to a nursing station or other health facility for treatment, data is collected to record the medical history of that client. In the development of clinical content for new guidelines, sex and gender, including gender identity and sexual orientation, are considered in relation to health conditions, outcomes, assessment and management needs. Other intersectional issues are also identified such as age. Geographic location is a major factor in influencing access to clinical and client care with remote communities experiencing much more significant challenges and highly reliant on medical transportation.

Given the high incidence of suicide attempts and suicides in the First Nations amongst men, women, and 2SLGBTQQIA+ community members, youth mental wellness counselling specific to gender diversity or suicide prevention is provided through e-health Infostructure. This treatment is provided using virtual technologies, including remote-presence robotics for education, ongoing treatment, and acute care emergency preparation for medical transportation in life-threatening situations

Community Oral Health Services are available within First Nations and Inuit communities with the aim to bridge the gap in oral health between Indigenous and non-Indigenous Canadians. They offer a wide variety of primary and secondary preventive oral health services that are delivered with a trauma informed approach, often directly at the community-level. The department collects data on sex, age, geography and region; this data allows for the development of strategies to minimize differences in oral health outcomes and utilization of oral health services amongst clients with diverse identities and intersectional factors.

In the MMIWG Final Inquiry report, the inability to access adequate or culturally safe health services was a key cause of violence particularly in more remote communities. Inadequate health care can place people in even more vulnerable situations, making them targets for predators. The reports identify the need for sustainable and long-term funding for services that are holistic and Indigenous-led to narrow health gaps between Indigenous and non-Indigenous Peoples in Canada. Accreditation increases the quality and safety of health services while building capacity among First Nations health organizations. The Accreditation and Quality Improvement program has worked closely with First Nations and accrediting bodies to ensure that the standards in place are culturally relevant, trauma-informed and based on Indigenous beliefs and values. GBA Plus has been considered in the funding formula that captures rural and remote communities as an indicator for vulnerable and diverse populations.

The First Nations Health Authority is a successful example of service transfer as an institution that designs and delivers First Nations self-determined health programs and services that support overall better health outcomes for First Nations communities in British Columbia, including First Nations women and gender-diverse people. It encourages advancement of general equality goals through the administration of their health systems. Their decision-making is intended to reflect the interests of all First Nations in British Columbia, leading to just and equitable treatment. The First Nations Health Authority states that they are “committed to making room for everyone, and are inclusive in their communications, information-sharing, and discussions.” Furthermore, the Authority’s Draft Multi-Year Health Plan 2022-23 to 2026-27 indicates that its vision and seven Directives support the traditions of their matriarchs, as well as lift up their 2SLGBTQQIA+ leaders working to decolonize gender and reclaim the important roles they hold in many First Nations cultures.

The Non-Insured Health Benefits Program continues to identify and implement interventions which take into consideration and are designed to address differential impacts experienced by First Nations and Inuit women, men, gender diverse, and individuals of varying ages and residing in differing geographic locations in terms of access to health care systems and health status. Examples of specific policy and program interventions designed to address differential impacts and needs include coverage of over-the-counter products predominantly used by women (e.g., coverage of

emergency contraception, prenatal vitamins); coverage of gender-affirming medications and medical supplies and equipment; coverage of travel escorts for prenatal clients who must travel out of community for labour and delivery; and coverage of travel escorts for clients who require assistance with activities of daily living, interpretation or as an alternate decision maker. These interventions are designed based on robust data, clinical evidence, and continuous policy development.

Jordan's Principle and Inuit Child First initiatives currently conduct stratification by sex to explore sex based differences in usage patterns. However, to enhance gender based analyses, Jordan's Principle will engage with Indigenous partners to develop data-informed decision-making tools to minimize barriers and fill products/service gaps for eligible First Nation and Inuit children in Canada. These tools will be used to monitor and track items and services by identified gender as a means to better cater to the needs of a child's identity. There is also differing age stratification and tracking trends based on various geographic locations.

Key Risks for the Health Service Area

ISC is working to ensure that Indigenous Peoples are physically and mentally well, and that they have access to quality federally-funded health services.

There is a risk that the Health Human Resources shortage continues to exist considering ongoing national and even global shortages being reported. In response, ISC will continue to implement the comprehensive Nursing Human Health Resources Framework, focusing on the retention and recruitment of nursing personnel through 5 core commitments aimed at: optimal talent acquisition and management; modernized and safer practice environments including diversifying the model of primary care delivery to include new skill sets, such as Paramedicine; enhanced wellness and resiliency; influencing the health care system and implementing agile surge response. Further, ISC will continue to work towards the development and implementation of recruitment and retention strategy for additional health professionals such as Environmental Public Health Officers and oral health providers, and create safer working conditions for front line health professionals by enhancing physical security at nursing stations and other worksites, updating policies and directives on safety and security.

In addition, there is a risk that the increasing need for mental wellness services, including related to overdoses from the acute opioid and crystal meth crises, has exceeded existing Indigenous and provincial/territorial capacity to respond. To mitigate this risk, ISC will continue regular communication with partners to innovate and expand access where possible. Recent time-limited investments will continue to increase reach of services. Where feasible, ISC will explore or promote the use of information and communication technologies to also improve access to services through remote service delivery and other virtual tools and platforms, especially during the pandemic when access to treatments may be restricted or limited.

Finally, there is also a risk that the increase in volume of incoming requests for health and social programs may affect the department's ability to process them and make decisions within the compliance timelines for Jordan's Principle ordered by the Canadian Human Rights Tribunal in 2017. To mitigate this, continuous monitoring and assessment of request trends is being conducted

to increase efficiency and effectiveness of service provision and seek off-cycle resources when needed to meet our legal obligations.

Planned Results for the Health Service Area

The following table shows the planned results, the result indicators, the targets and the target dates for 2023-24, and the actual results for the three most recent fiscal years for which actual results are available.

Departmental result indicator	Target	Date to achieve target	2019–20 actual result	2020–21 actual result	2021–22 actual result
Departmental Result 1: Indigenous Peoples are physically well					
Percentage of First Nations individuals who reported being in “excellent” or “very good” health	44%	March 2028	37.8%	37.8%	37.8% ¹
Percentage of Inuit adults who reported being in “excellent” or “very good” health	44%	March 2028	36.9%	36.9%	36.9% ²
Departmental Result 2: Indigenous Peoples are mentally well					
Percentage of First Nations individuals who reported “excellent” or “very good” mental health	55%	March 2028	50.5%	50.5%	50.5% ¹
Percentage of Inuit adults who reported “excellent” or “very good” mental health	50%	March 2028	42.5%	42.5%	42.5% ²
Departmental Result 3: Indigenous Peoples have access to quality federally-funded health services					
Percentage of First Nations on-reserve adults who rate the quality of health care services delivered in their community as “good” or “excellent”	57%	March 2028	55.2%	55.2%	55.2% ¹
Percentage of First Nations with an Indigenous-led plan for health service delivery	94%	March 2024	Not applicable ³	Not applicable ³	Not applicable ³

1- Last available data for First Nations (on reserve) is from the 2015-16 Regional Health Survey.

2- Last available data for Inuit Nunangat is from the 2017 Aboriginal Peoples Survey.

3- New indicator introduced in 2023-24.

Performance information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).^{xxii}

Planned Budgetary Spending for the Health Service Area

The following table shows budgetary spending for the Health Service Area for 2023-24, as well as planned spending for that year and for each of the next two fiscal years.

2023–24 budgetary spending (as indicated in Main Estimates)	2023–24 planned spending	2024–25 planned spending	2025–26 planned spending
5,415,826,211	5,415,826,211	4,645,441,154	4,139,955,207

Financial information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).^{xxiii}

Planned Human Resources for the Health Service Area

The following table shows, in full-time equivalents, the human resources the department will need for the Health Service Area for 2023-24 and for each of the next two fiscal years.

2023–24 planned full-time equivalents	2024–25 planned full-time equivalents	2025–26 planned full-time equivalents
2,740	2,322	2,322

Human resources information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).^{xxiv}

Children and Families

The Children and Families Service Area brings together programming related to community safety, family violence prevention, and programming for children, youth and families. It includes social programming such as income assistance, urban programming, and First Nations, Inuit, and Métis jurisdiction over Child and Family Services, supports better outcomes in the best interests of the child, and the integration of future safety and prevention programming (e.g. Pathways Initiative and co-development of policing legislation).

Departmental Result 4: Indigenous Peoples are culturally safe and socially well

ISC works in partnership with Indigenous Peoples, provincial and territorial governments, other federal departments and agencies, and other stakeholders to address issues of family violence by providing funding to support access to emergency shelters, transition homes, second stage housing and [violence prevention programming for Indigenous women, children, 2SLGBTQIA+ persons, and families](#).^{xxv}

In 2023-24, ISC will:

- Continue supporting the initiative to realize at least 38 new emergency shelters and at least 50 new second-stage housing facilities with the [Canadian Mortgage and Housing Corporation](#).^{xxvi}
- Fund culturally-appropriate enhanced services and violence prevention activities.
- Strengthen relationships with Indigenous partners, including Indigenous women's and 2SLGBTQIA+ organizations, to better provide support that meets their needs and aligns with their respective traditional ways of knowing and being.
- Continue work with Indigenous partners to redevelop the national funding formula for allocation of operational funding for emergency shelters and second-stage housing facilities.

Through the **Pathways to Safe Indigenous Communities Program**, ISC contributes towards fulfilling *SDG 16 – Peace, justice and strong institutions* by taking a holistic approach that includes complementary, Indigenous-led initiatives to proactively support community protection and well-being and offer a broad spectrum of community support.

- Support the [Pathways to Safe Indigenous Communities Initiative](#) through Indigenous designed interventions and Indigenous definitions of safe, secure and resilient communities which allow for greater community control, innovation and alternative approaches that recognize the importance of traditional knowledge and practices, as well as a role for professionals, other than law enforcement, in contributing to greater community safety and well-being.^{xxvii}

The department is mindful that Family Violence Prevention operations must remain independent from

child and family services agencies, as women may not seek shelter due to fear of agency involvement.

The Children and Families Service Area helps ensure the continuity of family, community and cultural connections. Initiatives in this area support the safety and well-being of Indigenous children, youth, and families including long-term reform of the First Nations child and family services program and the implementation of the *Act respecting First Nations, Inuit and Métis children, youth and families*. Although they are distinct, the reform of the [First Nations Child and Family Services program](#)^{xxviii} and the ongoing implementation of the Act have a common goal of supporting the development and implementation of a more responsive child welfare system for First Nations. The Act has put in place what First Nations, Inuit, and Métis across the country have been asking of governments for decades: that their rights and jurisdiction over child and family services be recognized and affirmed so that they can decide what is best for their children, families, and communities. The Act also establishes national principles (best interests of the child, cultural continuity and substantive equality) for child and family services provided to Indigenous children and families.

Pursuant to the 2016 Canadian Human Rights Tribunal (CHRT) Merit Decision that found Canada had discriminated against First Nations children by underfunding child and family services and narrowly applying Jordan's Principle, ISC has been working with Parties to the complaint to fund immediate and long-term reform measures delivered to First Nations children, youth, and families ordinarily resident on reserve and in the Yukon.

In February 2022, ISC began funding the purchase or construction of capital that supports the implementation of the First Nation Child and Family Services Program and Jordan's Principle, as required by the Canadian Human Rights order, 2021 CHRT 41.

In April 2022, with the signing of an Agreement in Principle on December 31, 2021, ISC began funding First Nations and First Nation Child and Family Services agencies for prevention in a per capita amount of \$2,500 based on a First Nations' registered on-reserve and on crown land population, or in the Yukon. ISC also expanded funding for First Nations Representative Services to assist families who encounter the child welfare system. This new funding was provided in all provinces and in the Yukon based in a per capita amount of \$283 (outside Ontario) based on a First Nations' registered on-reserve and on crown land population, or in the Yukon. Funding for post-majority care also began to support young adults aging out of care and formerly in care up to the time they turn 26 years of age and transition to adulthood. Services, products and support complements provincial legislated services and includes, but are not limited to, life skills training and assistance, housing assistance, education, community and cultural reconnection, food security, transportation, health and wellness and financial management. This funding is being provided at actual cost to service providers and First Nations.

Through the ongoing reform of the First Nations Child and Family Services Program, the department supports children, youth, and their families by providing services and activities such as:

- Keeping children safe and in their homes.
- Providing supports to mitigate the risks of separating a child from their family/community.

- Addressing risks so that children in care can be reunified with their families as quickly as possible.
- Providing culturally appropriate mental health supports.
- Addressing the impacts of physical and sexual abuse.

In 2023-24, ISC will:

- Continue working with First Nations partners in reforming the First Nations Child and Family Services Program and renewing the approach to Jordan's Principle.
- Continue working towards a final agreement to compensate First Nations persons who were harmed by the discriminatory underfunding of child and family services on reserve and those impacted by the narrow interpretation of Jordan's Principle.
- Continue implementing immediate and ongoing measures as ordered by the Canadian Human Rights Tribunal.
- Support Indigenous communities through distinctions-based governance engagement mechanisms, capacity-building, coordination agreement discussions, and operationalization of Indigenous child and family services models under the Act.
- Address the over-representation of Indigenous children in care through co-development with the Métis National Council and Inuit Tapiriit Kanatami, and the Assembly of First Nations under the Joint National Working Group and the signed Assembly of First Nations-Canada Protocol, along with all provinces and territories.
- Work with partners and the Public Health Agency of Canada to determine if information related to Indigenous children, disaggregated by sex and gender, can be included in the development of the Canadian Child Welfare Information System.
- Continue co-developing performance targets with First Nations partners to monitor the proportion of First Nations children ordinarily resident on reserve or in the Yukon in care and to advance child and family well-being by keeping children together with their families.

An Act respecting First Nations, Inuit and Métis children, youth and families contributes to *SDG 3 - Good Health and Well-being* by collaborating with partners to implement measures to address systemic discrimination, in particular supporting Indigenous children and families with culturally safe connections with relevant communities/nations, and providing capacity building funding to Indigenous groups, communities and Peoples in developing their child and family services laws and models.

To advance child and family well-being, the department will monitor the proportion of First Nations children on reserve in care, a group that is over represented in the child welfare system. ISC will also measure the proportion of First Nations communities offering community-driven prevention services to help children and families at risk to stay together and to allow communities to assert greater control over the well-being of their children and families.

The department will also measure distinctions-specific numbers of group, communities and Peoples who are exercising their jurisdiction under the Act.

Income security is integral to subsidize costs of living and costs related to taking care of children. Between 2005 and 2015, the proportion of individuals whose main source of income was from government transfers was higher for women (both Indigenous and non-Indigenous) than men, and higher for Indigenous populations than for the non-Indigenous population. Income Assistance ensures that eligible individuals and families residing on reserve and in Yukon receive funds to cover the basic expenses of daily living, as well as pre-employment services designed to help them transition to education or the workforce. [Income Assistance](#) is an important part of Canada's social safety net.^{xxix}

Social programs such as **On Reserve Income Assistance** contribute to advancing *SDG 1 – No poverty* by providing continued financial support to individuals and families that are faced with challenging circumstances.

In 2023-24, ISC will:

- Provide financial assistance to individuals and families who have no other means to support their essential needs.
- Reduce the impacts of poverty and provide financial assistance to support the essential needs of low-income individuals and families residing on-reserve and Status Indians in Yukon.
- Work with First Nations partners to reform the program to better meet the needs of individuals and families residing on-reserve and in Yukon.

ISC will monitor the level of income assistance being delivered on reserve to support community needs. This will help the department compare ISC's program performance to programs delivered by the provinces and territories, and will provide information regarding labour force gaps and community self-sufficiency.

Urban Programming for Indigenous Peoples assists First Nations, Inuit and Métis peoples by providing financial support to a wide range of urban Indigenous organizations offering culturally appropriate programs and services that support vulnerable and at risk urban Indigenous populations (women and girls, seniors, persons with disabilities, and youth). The Program also invests in local stakeholder coalitions across Canada and supports research and data projects to better understand the urban Indigenous context. In 2023-24, ISC will:

- Provide \$60.5 million in financial support to urban First Nation, Inuit and Métis partners including: the National Association of Friendship Centres; the Ontario Federation of Indigenous Friendship Centres; Métis Governing Members; the Manitoba Métis Federation; urban Inuit organizations; coalitions; and, other urban Indigenous services delivery organizations.
- Conduct an evaluation of Urban Programming for Indigenous Peoples, which includes assembling a Technical Advisory Committee to advise, guide, and provide feedback on the evaluation design and process.
- Establish a performance framework that is co-developed with Indigenous partners and grounded in Indigenous methodologies and measures of success.

The department is also working to improve horizontal liaison with federal departments that deliver urban Indigenous programming, through an interdepartmental working group. This working group brings together senior management of other government departments to discuss urban programming needs including longer term objectives, strategic opportunities across departments and improve collaboration and coordination of urban Indigenous services on a federal level. Through its targeted support, the Urban Programming for Indigenous Peoples will directly contribute to the improvement of the socio-economic opportunities for Indigenous Peoples living in urban areas.

Gender-Based Analysis for the Children and Families Service Area

ISC's Children and Families programming supports GBA Plus and the development of Indigenous-led and community-driven laws, approaches, and initiatives that would further foster family and community unity, cultural continuity, and substantive equality in ways that meet their specific needs and priorities.

By providing operational funding to emergency shelters and transition homes to Indigenous communities and organizations, the Family Violence Prevention Program assists Indigenous women, children, families, and 2SLGBTQIA+ people facing gender-based violence. The Comprehensive Violence Prevention strategy will support new shelters and transitional housing for First Nations, Inuit, and Métis across the country, including on reserve, in the North and in urban areas. As a part of the Shelter and Transitional Housing Initiative, the Family Violence Prevention Program has been collaborating with various Indigenous Women's Organizations and Shelter Operators, including Pauktuutit Inuit Women of Canada.

The Child and Family Services program implements GBA Plus through national principles (cultural continuity, best interests of the child, and substantive equality) and minimum standards. These will consequently help reduce the negative impacts that western and colonial approaches to child and family services have had on Indigenous children, families and communities.

The Income Assistance program is considering GBA Plus as it reforms to ensure that the needs of clients and dependents are considered in policy development and program implementation. Income Assistance clients are low-income and many experience several intersecting marginalizing factors that result in their need for support to meet their essential needs. In general, they are more likely to have low-educational attainment, low employment rates, and are likely to be at greater risk of having a disability (including mental health and substance use challenges), which may impact their ability to participate in the labour force. There is an overrepresentation of single males and single mothers accessing Income Assistance compared to the total on-reserve population.

The Urban Programming for Indigenous Peoples program will monitor and evaluate its GBA Plus impacts. This will be done through a Data Collection Instrument in the final reports submitted at the end of funding agreements with recipients. The Data Collection Instrument includes demographic variables such as age group, gender, Indigenous identity, and the location where services were accessed to capture the GBA Plus impacts of the initiative. In addition, Friendship Centres and other Indigenous service provider facilities play a key role in primary data collection. This data will be used to meet departmental reporting requirements as well as to help inform potential program reforms to remove barriers and ensure inclusive outcomes.

Key Risks for the Children and Families Service Area

ISC is working to ensure that Indigenous Peoples are culturally safe and socially well.

The urban Indigenous population is a fast growing population, with 801,045 Indigenous People living in urban centers according to the 2021 census data which is a 12.5% increase since 2016 census data. Federal responsibility for the management of programs and services for Indigenous Peoples primarily focuses on on-reserve populations and their needs. However, transitional and multi-jurisdictional programs and services between the federal government and provincial governments is lacking when it comes to culturally relevant services and programs. Urban Indigenous populations have a higher risk of homelessness, have a higher rates on unemployment and poverty, and are impacted heavily by a lack of cultural services to aid in mental health, addiction services, and community support. Almost half (46.2%) of this population is under the age of 25, making this population young and vulnerable in the critical ages where employment and education opportunities are increasingly vital for survival.

There is a risk that the department's social programs may not be adequate to meet future needs as inflation rates remain high and the cost of living continues to increase. To mitigate this risk, the department is continuing to work with Indigenous partners and other stakeholders to closely monitor community needs, and review and update funding allocations to reflect current costs.

In addition, there is a risk that communities' long-term planning abilities may be inhibited without access to predictable, sufficient, and sustainable funding. ISC's goal is to address the structural drivers that place children, youth and families at risk of child maltreatment and to leverage intergenerational cultural child caring approaches. The department is in the process of co-developing a new First Nations led funding methodology, which entails a shift away from payment on actual costs to stable and flexible funding based on long-term needs.

Relatedly, there is a risk that ISC is not able to reach Final Settlement Agreements with the parties to the Canadian Human Rights Tribunal complaint related to the First Nations Child and Family Services Program and Jordan's Principle. An inability to settle compensation would delay the flow of compensation to those harmed by past underfunding of the First Nations Child and Family Services Program and Canada's prior narrow interpretation of Jordan's Principle. The absence of agreement on long-term reform of the Program could delay improved, stable funding for services to First Nations children and families living on-reserve and in the Yukon. ISC will continue to work closely with the parties to seek agreement and to find solutions that continue the momentum toward a reformed First Nations Child and Family Services Program and a long-term approach to Jordan's Principle.

Finally, there is a risk that uncertainty on the interpretation and expectations related to *An Act respecting First Nations, Inuit and Métis children, youth and families* might generate frustration and compromise relationships with Indigenous partners, provinces, and territories. This risk can be mitigated by encouraging early engagement, and fostering collaboration with Indigenous governing bodies, provinces and territories while various approaches for consulting and cooperating with other Indigenous partners, provinces and territories for the development of policies related to the implementation of the Act are explored and implemented. This uncertainty can be further mitigated by the department by continuing to take decisive action in the Act's

implementation, while planning appropriate policy responses for the possibility the Supreme Court rules aspects of the Act unconstitutional.

Planned Results for the Children and Families Service Area

The following table shows the planned results, the result indicators, the targets and the target dates for 2023-24, and the actual results for the three most recent fiscal years for which actual results are available.

Departmental Result 4: Indigenous Peoples are culturally safe and socially well					
Departmental result indicator	Target	Date to achieve target	2019–20 actual result	2020–21 actual result	2021–22 actual result
Percentage of Indigenous women who report being a victim of intimate partner violence in the previous 12 months	To be determined ¹	To be determined ¹	Not applicable ¹	Not applicable ¹	Not applicable ¹
Percentage of requests for overnight residence in ISC-funded shelters by women, children, and 2SLGBTQQIA+ people that are met	To be determined ¹	To be determined ¹	Not applicable ¹	Not applicable ¹	Not applicable ¹
Percentage of residents living on reserve who are supported through Income Assistance	To be determined by March 2024 ²	To be determined by March 2024 ²	Not available ³	Not available ³	Not available ³
Percentage of First Nations children on-reserve in care	To be determined by March 2024 ⁴	To be determined by March 2024 ⁴	5.89% ⁵	Not available ⁶	Not available ⁶
Percentage of children in care who are placed with a family member (kinship care)	To be determined by March 2024 ⁴	To be determined by March 2024 ⁴	25.12% ⁵	Not available ⁶	Not available ⁶
Percentage of First Nations communities offering family support services aimed at keeping families together	To be determined by March 2024 ⁴	To be determined by March 2024 ⁴	51%	Not available ⁶	Not available ⁶
Number of First Nations Groups, Communities and Peoples exercising their jurisdiction under the <i>Act respecting First Nations, Inuit and Métis children, youth and families</i>	38	March 2024	Not applicable ⁷	Not applicable ⁷	Not applicable ⁷

Number of Inuit Groups, Communities and Peoples exercising their jurisdiction under the <i>Act respecting First Nations, Inuit and Métis children, youth and families</i>	1	March 2024	Not applicable ⁷	Not applicable ⁷	Not applicable ⁷
Number of Métis Nation Groups, Communities and Peoples exercising their jurisdiction under the <i>Act respecting First Nations, Inuit and Métis children, youth and families</i>	1	March 2024	Not applicable ⁷	Not applicable ⁷	Not applicable ⁷

- 1- New indicator introduced in 2023-24. The program is working with partners and shelter service providers to co-develop targets.
- 2- Target and date to achieve to be established with First Nations partners by March 2024 as part of program reform.
- 3- Data compilation and reporting for this program is typically at least one year behind the year it covers. COVID-19 continued to impact the collection of past reports and has further delayed reporting of these results, which are expected September 2023. It is also anticipated that COVID-19 has also impacted the department's ability to decrease the percentage of residents living on reserve who are supported by Income Assistance.
- 4- Targets and dates to achieve will be co-developed with First Nations partners by March 2024.
- 5- The actual results for 2019-20 have been calculated. These results were previously not available as recipient reporting and data submissions were not finalized at the time of reporting.
- 6- Data collection was delayed due to COVID-19. It is anticipated that the data collection related to reporting results will begin to return to normal in 2023-24.
- 7- New indicator introduced in 2023-24.

Performance information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).^{xxx}

Planned Budgetary Spending for the Children and Families Service Area

The following table shows budgetary spending for the Children and Families Service Area for 2023-24, as well as planned spending for that year and for each of the next two fiscal years.

2023-24 budgetary spending (as indicated in Main Estimates)	2023-24 planned spending	2024-25 planned spending*	2025-26 planned spending
25,447,735,022	25,447,735,022	4,004,306,113	3,814,760,425

*The decrease in planned spending related to an out of court settlement. Approximately \$21 billion is earmarked for the settlement including related administration and legal costs.

Financial information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).^{xxxi}

Planned Human Resources for the Children and Families Service Area

The following table shows, in full-time equivalents, the human resources the department will need for the Children and Families Service Area for 2023-24 and for each of the next two fiscal years.

2023–24 planned full-time equivalents	2024–25 planned full-time equivalents	2025–26 planned full-time equivalents
403	388	223

Human resources information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).^{xxxii}

Education

The Education Service Area brings together education programming at ISC including regional education agreements. It distinguishes between Elementary and Secondary Education and Post-Secondary Education to allow for distinct outcomes to be reported by Indigenous identity and residence on or off-reserve.

Departmental Result 5: Indigenous students are progressing in their education

Elementary and Secondary Education supports the delivery of [kindergarten to grade 12 education](#) for First Nations students, schools, and communities.^{xxxiii} By working in partnership, on a nation-to-nation basis, First Nations and First Nations-mandated organizations are supported to establish education systems over which they will exercise control.

Elementary and Secondary Education systems are intended to provide for the delivery of education services to First Nations students in a manner that respects First Nations approaches to teaching and learning. Core funding for elementary and secondary education is provided through interim regional funding formulas to First Nations and is intended to support elementary and secondary instruction, culturally-appropriate education programming, language and culture programming, full-day kindergarten programming (if desired), and before- and after-school programming. ISC also provides funding for targeted programs: First Nations and Inuit Cultural Education Centres, High-Cost Special Education, Innovation in Education, Research and Learning and Education Partnerships Program.

Graduation from secondary school is an internationally-recognized measure of Kindergarten to Grade 12 success. Measurement of graduation rates will help understand whether the secondary school graduation rate gaps among First Nations students and non-Indigenous students are closing.

A large number of on-reserve First Nations students do not follow a linear education pathway and take more years to complete secondary education. It is therefore more useful to report both on-time and extended-time graduation rates in order to more accurately measure educational attainment. ISC will use a Grade 10 cohort methodology which is in line with the methodology developed by Canadian Education Statistics Council and published by Statistics Canada, as recommended by the Office of the Auditor General of Canada.

ISC will also look to measure the number of First Nations under a regional education agreement or a transformative education model as an indicator of First Nations control of First Nations education.

In 2023-24, ISC will Work with First Nations partners to further [transform First Nation elementary and secondary education](#)^{xxxiv} on reserve by:

- Implementing year three of before- and after-school programming and Budget 2021 initiatives to refine interim regional funding formulas in critical areas.
- Ensuring funding for First Nations administered schools remains predictable from year-to-year and refine the current funding methodology with partners for elementary and secondary First Nations on reserve to ensure that funding remains comparable to provincial investments.

- Developing a framework for the development, renewal and negotiation of regional education agreements, including fiscal and policy parameters for future agreement negotiations, and an approach to regional education agreements based on First Nations-developed funding formulas.
- Expanding access to adult education for First Nations on reserve.
- Determining the path forward for the [High-Cost Special Education](#) program with First Nations partners and the Assembly of First Nations.^{xxxv}
- Continuing the review of the Education Partnerships Program, including the regional education agreements component.
- Implementing the regional education agreement with the First Nations Education Council in Quebec.
- Supporting a Canada-wide early learning and childcare system for before- and after- school programming, including First Nations children on reserve.

The continued support of First Nations control of **First Nations elementary and secondary education** programs contributes to *SDG 4 – Quality education* by ensuring that students living on reserves receive a high-quality and culturally relevant education, including by co-developing and implementing transformative models with First Nations, such as regional education agreements.

[Distinctions-based Post-Secondary Education](#) (PSE) strategies aim to help increase access to and enable success in post-secondary education for eligible First Nations, Inuit, and Métis Nation students.^{xxxvi} Through these strategies, which include programs such as the First Nations Post-Secondary Student Support Program, the University and College Entrance Preparation Program, and the Post-Secondary Partnerships Program, the department is working toward increasing the number of students and contributing to closing the education attainment gap. Graduation of funded post-secondary First Nations students is a key measure of post-secondary student success, and it impacts labour force participation. ISC will use distinctions-specific data to demonstrate the number of First Nations, Inuit and Métis Nation post-secondary students supported from year to year.

In 2023-24, ISC will:

- Continue to implement co-developed distinctions-based post-secondary education strategies for eligible First Nations, Inuit and Métis Nation students.
- Increase access to, and enable greater success in, PSE for Indigenous students by providing funding and wrap around services by strengthening governance capacity.
- Work with First Nations to receive all the First-Nations-led PSE engagement reports and explore funding options.
- Conduct analysis of engagement reports with First Nations partners to develop long-term regional PSE models.
- Develop and begin implementing long-term Regional PSE models with First Nations partners within existing funding levels or until additional funding is secured.

- Modernize the First Nations and Inuit Youth Employment Strategy based on recommendations stemming from engagement completed in 2022-23.
- Collaborate with Employment and Social Development Canada and internal partners to support program expansion for the First Nations and Inuit Youth Employment Strategy and explore the creation of new programming that supports more youth in accessing employment and job readiness opportunities.

Indigenous post-secondary programs contribute to *SDG 4 – Quality education* by providing distinctions-based **post-secondary education** funding to increase access to and enable success in post-secondary education for First Nations, Inuit, and Métis Nation students.

At the time of publishing of this report, the targets for education performance indicators were under development with partners and will appear in the next published report.

Gender-Based Analysis Plus for the Education Service Area

ISC's Education programming supports GBA Plus and equality of opportunities and diversified paths in educations and skills development, equal and full participation in the economy, and reduced poverty and improved health outcomes.

Through the Education Information System, the department measures performance indicators related to GBA Plus to inform ongoing program design considerations. The collection of indicator data provides insight into intersecting factors such as the provision of culturally and linguistically relevant programming and education attainment of diverse First Nations population groups, disaggregated by age, gender, and region.

The indicators for Elementary and Secondary levels are disaggregated by gender and other identifying factors (graduation rates, special education professional assessments and learning plans, number of children attending school). The Education Reports and Analysis Solution provides the ability to report on data, by student gender, through funding recipient reporting.

Using these systems, the department can also collect and measure the activities undertaken and results achieved through the respective First Nations, Inuit and Métis Nation Post-Secondary Education Strategies, including: the number of students (by gender) who receive funding, and the number of funded students who graduate with a post-secondary certificate, diploma or degree.

Conducting GBA Plus assessments will continue for all proposed initiatives related to the distinctions-based post-secondary education strategies. The findings of GBA Plus have revealed that while educational achievement in Canada has increased in recent years, including for Indigenous Peoples, the post-secondary education attainment gap between Indigenous populations and non-Indigenous Canadians persists. This longstanding gap in post-secondary education attainment is due to a variety of complex factors, including the legacy of residential schools, discrimination in the schools systems, as well as other barriers faced by people with intersecting identity factors (gender, sexual orientation, early parenthood, disability, location, etc.), all of which impact an individual's ability to equally access and succeed in post-secondary education. GBA Plus assessments will inform recommendations and options for initiatives with the aim of

addressing these factors by advancing Indigenous control of Indigenous education. In doing so, First Nations, Inuit and Métis Nation funding recipients will continue to have the flexibility to direct funds where they are needed most in order to meet the post-secondary education needs and priorities of their students and communities.

Key Risks for the Education Service Area

The future uptake by First Nations of regional education agreements is difficult to gauge. Since ISC has now funded the first needs-based regional education agreement, it is anticipated that an increasing number of First Nations will seek to advance their needs-based regional education agreements. Due to the scope and volume of work of the needs-based developmental process, and in light of the limited current departmental resources to undertake this work with partners, this presents a risk for the department in advancing its mandate effectively. The pace of development and implementation of regional education agreements is being closely monitored. Resources will be aligned to support this work as required.

There is a risk that with pressures from both an increasing Indigenous population and inflation increasing the costs of living and other expenses related to post-secondary education (e.g., significant rise in tuition fees, academic materials, etc.), current Indigenous post-secondary education program funding will have a decreasing ability to support existing and prospective Indigenous post-secondary students. This also presents a risk that the Indigenous post-secondary education attainment gap will continue to grow. This will be mitigated by the department continuing to work with partners and supporting eligible Indigenous students in their pursuit of post-secondary education through its post-secondary education programming.

Planned Results for the Education Service Area

The following table shows the planned results, the result indicators, the targets and the target dates for 2023-24, and the actual results for the three most recent fiscal years for which actual results are available.

Departmental Result 5: Indigenous students are progressing in their education					
Departmental result indicator	Target	Date to achieve target	2019–20 actual result	2020–21 actual result	2021–22 actual result
Percentage of First Nations on reserve students who graduate from secondary school	To be determined ¹	To be determined ¹	Not applicable ²	Not applicable ²	Not applicable ²
Number of First Nations under a transformative education model	To be determined ¹	To be determined ¹	177	180	184

Number of funded First Nations students who graduate with a post-secondary degree/diploma/certificate	Between 4,110-4,494	March 2025	3,602	1,434 ³	1,148 ³
Number of funded Inuit students who graduate with a post-secondary degree/diploma/certificate	To be determined ⁴	To be determined ⁴	Not applicable ⁵	Not applicable ⁵	110
Number of funded Métis students who graduate with a post-secondary degree/diploma/certificate	To be determined ⁴	To be determined ⁴	Not applicable ⁵	Not applicable ⁵	1,254

- 1- Targets and date to achieve will be set through engagements with partners following the publication of this report. Once targets have been established, they will be published in the next available report. First Nations have indicated a preference to develop regional results frameworks that better reflect and respond to their education goals and priorities, through the development of regional education agreements; this has created challenges in developing a national results framework and setting targets at the national level with partners. Furthermore, engagement efforts with partners were impacted and delayed due to the COVID-19 pandemic.
- 2- For this indicator, a new graduation rate methodology is being introduced in 2023-24. This new methodology, which uses a grade 10 cohort-based approach, was developed by Canadian Education Statistics Council and published by Statistics Canada, as recommended by the Office of the Auditor General of Canada. Given that the timing of a school's academic year does not align with the government's fiscal year, data for this indicator is reported one year behind, i.e. graduates from one academic year will be reported in the following fiscal year. The department previously measured graduation rates under a different methodology (see previous Departmental Results Reports - 2019-20: 39.9%; 2020-21: 36.8%; 2020-21: 34.19%). In 2022-23, this indicator was replaced by two distinct graduation rate indicators reflecting students who graduate "on time" (3 years after beginning Grade 10) or over an "extended term" (5 years after beginning Grade 10).
- 3- This indicator is based on the data from the First Nations Annual Register of Post-Secondary Education Students Report. Only reports in Accepted (Final) state have been used for this indicator. At time of reporting 2020-21 results, 42.5% of reports were in Accepted (Final) state. At time of reporting 2021-22 results, 40.39% of reports were in Accepted (Final) state. The data also include students funded to attend a program as part of the University and College Entrance Preparation Program.
- 4- Targets and date to achieve will be set through engagement with partners, following the publication of this report. Once targets have been established, they will be published in the next available report. Engagement efforts with partners were impacted and delayed during the COVID-19 pandemic.
- 5- Data only became available in 2021-22. Due to the program reporting cycle, which is based on the school year, data is reported in the year after it is received. Therefore, data for 2021-22 is based on the number of graduates from 2020-21.

Performance information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).^{xxxvii}

Planned Budgetary Spending for the Education Service Area

The following table shows budgetary spending for the Education Service Area for 2023-24, as well as planned spending for that year and for each of the next two fiscal years.

2023–24 budgetary spending (as indicated in Main Estimates)	2023–24 planned spending	2024–25 planned spending	2025–26 planned spending
3,518,395,834	3,518,395,834	3,462,935,429	3,467,302,331

Financial information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).^{xxxviii}

Planned Human Resources for the Education Service Area

The following table shows, in full-time equivalents, the human resources the department will need for the Education Service Area for 2023-24 and for each of the next two fiscal years.

2023–24 planned full-time equivalents	2024–25 planned full-time equivalents	2025–26 planned full-time equivalents
348	349	340

Human resources information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).^{xxxix}

Infrastructure and Environments

The Infrastructure and Environments Service Area brings together all infrastructure, land, and environmental management programming to reflect the interlinkages between land, environment and natural resource management, resilient infrastructure, climate change related adaptation and mitigation, and emergency management and preparedness. It also reinforces the importance of these interrelated program areas as the underpinnings of improved health and well-being and socio-economic outcomes. It includes supports for land and environmental management capacity building, specialized training, and land use planning. These supports help enable First Nation communities to effectively manage their own reserve lands, to realize community socio-economic objectives at the pace and level of control of their choosing, and strengthen land governance over reserve lands and natural resources.

ISC supports *SDG 9 – Industry, innovation and infrastructure*, *SDG 11 – Sustainable cities and communities* and *SDG 13 – Climate action* through the **First Nation Infrastructure Fund** and **Capital Facilities and Maintenance Program**, which seeks to upgrade and increase public infrastructure to improve the quality of life and the environment in First Nations communities. A wide variety of infrastructure projects are eligible, ranging from maintaining roads and bridges to improving connectivity to structural mitigation projects that protect communities from natural disasters.

Departmental Result 6: Indigenous communities have sustainable land management and infrastructure

ISC supports First Nation on-reserve communities in their efforts to have reliable and sustainable infrastructure such as housing, education facilities, health infrastructure, water and wastewater, and other community infrastructure. The program also enhances the development and delivery of other social and economic programs and services, which are primarily delivered through this infrastructure, and demonstrates the interlinkages between resilient infrastructure, climate change related adaptation and mitigation and emergency management and preparedness.

Community Infrastructure supports First Nation communities in their efforts to have reliable and sustainable infrastructure such as on-reserve housing, education facilities, health infrastructure, water and wastewater, and other community infrastructure. The program also enhances the development and delivery of other social and economic programs and services through the provision of funding for infrastructure. This report includes details of the Community Infrastructure program as the funding in this area is sufficiently diverse.

Housing

The department will continue to work towards the Government of Canada's goal to close the infrastructure gap by 2030 through [investments in housing](#).^{x1} Access to adequate housing is essential to developing healthier and more sustainable Indigenous communities. ISC will assess housing needs on reserves by measuring the percentage of First Nations households living in overcrowded housing, as well as percentages of reported adequate housing to determine the effectiveness of investments made.

In 2023-24, ISC will:

- Support First Nations and First Nations-led institutions to build and maintain housing and infrastructure through targeted funding and advancement of service delivery transfer initiatives.
- Support the construction of housing on-reserve with First Nations, industry, national, provincial and municipal partners including the Canada Mortgage and Housing Corporation.
- Continue to support the disbursement of Budgets 2021 and 2022 funding for housing.
- Support the establishment of dedicated housing management within First Nations communities.
- Work with partners towards the establishment of a national network of Indigenous housing lenders.

Housing

2023-24 Budgetary Spending

\$652,411,484

2023-24 Planned Spending

\$652,411,484

2024-25 Planned Spending

\$740,013,948

2025-26 Planned Spending

\$804,827,362

ISC supports *SDG 11 – Sustainable cities and communities* through the **First Nation On-Reserve Housing Program**, which provides funds to build and renovate houses, and contributes towards costs such as maintenance and the planning and management of a housing portfolio.

Education Facilities

Quality school buildings are an important factor to educational success and a component of reliable and sustainable infrastructure in First Nations communities. ISC will continue to provide funding and support to build, renovate, and maintain education facilities in First Nations communities. Improved educational facilities will benefit school-aged First Nation children by supporting the creation of quality learning environments that are safe and healthy, promoting better educational outcomes for students living on reserve. This can translate into future socio-economic benefits for these individuals as they enter the workforce.

ISC will continue to oversee the progress of targeted funding to support school expansions and new school construction projects in First Nation communities across Canada.

The department will also continue to help advance CIRNAC's mandate by maintaining oversight of activities in support of addressing the legacy of former Indian residential school buildings and sites.

To determine if these investments in education infrastructure result in quality physical learning environments for First Nations students, ISC will measure the percentage of ISC-funded inspected schools that have a "good" or "new" condition rating.

Education Facilities

2023-24 Budgetary Spending

\$296,501,244

2023-24 Planned Spending

\$296,501,244

2024-25 Planned Spending

\$145,697,709

2025-26 Planned Spending

\$95,696,509

Health Facilities

ISC enhances the development and delivery of health programs and services through [health facility infrastructure](#) by providing funding to eligible recipients for the design, construction, acquisition, leasing, expansion, and renovation of health facilities, including residences for health professionals.^{xii} These activities provide First Nations and Inuit with the space required to safely and efficiently deliver and receive health care services in First Nations and Inuit communities.

In 2023-24, ISC will:

- Support First Nation health infrastructure projects, such as the construction of mercury care facilities for the Asubpeeschoseewagong Netum Anishinabek First Nation and Wabaseemoong Independent Nations.
- Enhance Inuit mental wellness services through the Nunavut Recovery Centre.
- Complete the Cross Lake Health Centre and continue work on the and Norway House Health Centre of Excellence.
- Support First Nations health infrastructure through multi-year capital projects and high priority repairs and renovations. This includes continued funding and implementation of the Social Infrastructure Fund (Budget 2017), substance use treatment and prevention services (Budget 2018), Indigenous Community Infrastructure Fund and other initiatives (Budget 2021), and Ventilation Improvement Initiative in relation to COVID-19 mitigation.
- Work with partners on a service delivery model for a multi-purpose health facility to be hosted on Keeseekoose First Nation, Saskatchewan.

First Nation community health infrastructure is often the primary point where First Nation individuals receive health care. Quality health infrastructure enhances the development and delivery of health programs and services and is a component of reliable and sustainable infrastructure in Indigenous communities. In support of positive health outcomes, ISC will measure the condition of inspected health infrastructure.

Health Facilities
2023-24 Budgetary Spending \$308,279,448
2023-24 Planned Spending \$308,279,448
2024-25 Planned Spending \$269,300,075
2025-26 Planned Spending \$162,813,241

Other Community Infrastructure and Activities

ISC provides targeted funding for other community infrastructure projects on reserve to improve the quality of life and the environment for First Nation communities. The program supports First Nation communities in their efforts to have reliable and sustainable infrastructure by providing funding to plan, design, construct, acquire, operate and maintain community infrastructure assets and facilities, as well as coordinate training and undertake capacity-building activities in this area. The department funds infrastructure projects including: roads and bridges, connectivity, culture and recreational facilities, fire protection, energy systems, planning and skills, structural mitigation and administrative buildings.

Other Community Infrastructure is central to the development, protection and connection of people, services and buildings that support the well-being of First Nations communities. The department will measure the percentage of ISC-funded inspected assets that have a “good” or “new” condition rating to indicate if investments are resulting in quality physical environments that address long-standing needs on reserve.

Among other activities, ISC will:

- Complete the design of the Lubicon Lake Band Community Buildout.
- Advance the National Indigenous Fire Safety Council Implementation Plan.

Other Community Infrastructure

2023-24 Budgetary Spending

\$1,118,236,118

2023-24 Planned Spending

\$1,118,236,118

2024-25 Planned Spending

\$1,772,159,982

2025-26 Planned Spending

\$1,851,997,627

Water and Wastewater

The provision of [safe drinking water for First Nations on reserves](#) is a shared responsibility among First Nations communities and the Government of Canada.^{xliii} While First Nations own and operate their water and wastewater systems and design and construct facilities, the department provides advice and financial support to First Nation communities for their public water and wastewater systems and ensures that drinking water quality monitoring programs are in place.

In 2023-24, ISC will:

- Continue to work towards its mandate to eliminate all remaining long-term drinking water advisories on reserve and make sure that long-term investments and resources are in place to prevent future ones by investing \$247 million, over two years (2022-24) towards water and wastewater infrastructure to support communities on projects focused on lifting remaining Long-Term Drinking Water Advisories.
- Continue to ensure sustainable access to clean water in First Nations communities by delivering \$1.043 billion, over two years (2022-24), under the First Nation Water and Wastewater Enhanced Program. It is anticipated that by March 2024, 175 water and wastewater infrastructure projects will be supported, and 32 initiatives for capacity building along with a number of procurement pilots will be funded.
- Increase support for wastewater projects and support communities in meeting environmental objectives, including reporting against and compliance with Wastewater Systems Effluent Regulations.
- Support implementation of the Safe Drinking Water for First Nations Class Action Settlement Agreement by working with First Nations to co-develop new proposed [First Nations drinking water and wastewater legislation](#) to replace the repealed 2013 *Safe Drinking Water for First Nations Act*.^{xliiii}

Water and Wastewater

2023-24 Budgetary Spending

\$1,250,288,163

2023-24 Planned Spending

\$1,250,288,163

2024-25 Planned Spending

\$510,923,496

2025-26 Planned Spending

\$515,544,788

ISC will measure whether First Nations communities have reliable and sustainable infrastructure by identifying the percentage of systems with a low risk rating. An increase in the percentage of low-risk water systems will indicate that First Nation communities have more reliable and sustainable water infrastructure year over year.

As the vertical lead in the Federal Implementation Plan for the 2030 Agenda, ISC supports *SDG 6 – Clean water and sanitation*. The work carried out by the department aims to meet the Canadian ambition of ensuring Canadians have access to drinking water and targets that **long-term drinking water advisories** on public systems are resolved. The department works in partnership with communities and remains committed to ending all long-term drinking water advisories on public systems on reserve.

The Land and Environmental Management component of the Infrastructure and Environments Service Area contributes towards achieving ISC's mandate to enable First Nations to reassert jurisdiction over their land, environment and natural resources by supporting sustainable management of land, environment and natural resources. Land is a critical economic asset for Indigenous Peoples, yet land, in and of itself does not generate economic returns; it must be actively managed for highest and best use.

To ensure that lands on-reserve are available to support economic and community development, the Contaminated Sites On-Reserve Program provides support to identify, assess and remediate contaminated sites on-reserve. The First Nations Waste Management Initiative provides support to First Nations to develop sustainable waste management systems through modern infrastructure, operations, training and partnerships. The Infrastructure and Environments Service Area also aims to reduce the impacts on communities due to natural disasters and emergencies.

In 2023-24, ISC will:

- Continue to support the development of land use plans and First Nation communities in building land management capacity on reserve through the Reserve Land and Environment Management Program.
- Work with the Lands Advisory Board and Resource Centre to support new First Nations signatories to the Framework Agreement on First Nation Land Management, as funding allows.
- Support the service transfer of capacity development programming to national Indigenous Institutions such as the First Nation Land Management Resource Centre and the National Aboriginal Lands Managers Association.
- Continue to promote the establishment and growth of regional hubs to support First Nations with land management capacity building efforts, namely the Regional Lands Associations.
- Support communities through the [First Nations Waste Management Initiative](#).^{xliv}

ISC supports *SDG 7 – Affordable and clean energy* and *SDG 11 – Sustainable cities and communities* as a key contributor through **First Nation Community Infrastructure** to transition communities from fossil fuel to clean, reliable and affordable energy systems in partnership with First Nations and reduce dependence on diesel-powered electricity on reserve.

- Support the continued assessment and remediation of contaminated sites on-reserve that are determined to be a federal responsibility.
- Continue to modernize land administration policies, tools and systems for First Nations operating under the *Indian Act*.
- Address legal obligations, community growth and economic development through the additions of lands to reserve.
- Register close to 10,000 land instruments in the Indian Lands Registry.

ISC will measure the support provided to First Nation communities in maintaining and improving environmentally sustainable waste management systems. Improved solid waste management helps protect the environment, safeguard human health and safety, and improves land management in communities.

Contaminated sites also present the highest risk to human health and safety. The department will also track the completion of remediation and containment activities at contaminated sites with imminent concerns for public health and safety.

The Infrastructure and Environments Service Area also helps First Nation communities

access [emergency assistance services](#) and provides funding so they can prepare for natural hazards and emergencies and respond to them using the four pillars of emergency management: mitigation, preparedness, response and recovery.^{xlv} The advancement of governance and service delivery for First Nation emergency preparedness recognizes the right of Indigenous Peoples to autonomy or self-government in matters relating to their internal and local affairs, and means for financing their autonomous functions as they exercise self-determination.

In 2023-24, ISC will:

- Work with First Nation communities and organizations, and provincial and territorial government, and third-party organizations to strengthen the governance and service delivery for First Nations emergency preparedness, management and recovery.
- Support First Nations communities in building resiliency, preventing and preparing for wildland fires through the [FireSmart funding](#) stream.^{xlvi}
- Ensure the continued delivery of emergency management services to First Nation communities while advancing service transfer strategies.

ISC supports *SDG 12 - Sustainable consumption* and *SDG 13 – Climate action* as a key contributor through two programs: **Contaminated Sites On-Reserve Program** which strives to reduce environmental impacts, make previously unusable land available for community or economic development, and provide economic benefits and opportunities for First Nations.

The **First Nations Waste Management Initiative** provides support to First Nations to develop sustainable waste management systems through modern infrastructure, operations, training and partnerships.

- Facilitate the development of multilateral emergency management service agreements and moving towards the co-development and co-decision-making of regional emergency management agreements.

Through the **Emergency Management Assistance Program**, ISC supports *SDG 11 – Sustainable cities and communities* and *SDG 13 – Climate action* by significantly reducing the number of people affected by disasters and by implementing policies and plans that support holistic disaster risk reduction at all levels. The department will continue to improve emergency management systems, especially as emergencies become more frequent and intense due to the cumulative effects of climate change.

Gender-Based Analysis Plus for the Infrastructure and Environments Service Area

ISC supports First Nation communities in their efforts to have reliable and sustainable infrastructure by providing funding to plan, design, construct, acquire, operate and maintain infrastructure assets and facilities, and undertake capacity-building activities in this area. Infrastructure assets supported by the department include on-reserve housing, education facilities, health infrastructure, water and wastewater, and other community infrastructure. These assets enhance the development and delivery of other social and economic programs and services through the provision of funding for infrastructure, supporting the social determinants of health for all Indigenous Peoples.

- Access to adequate and safe housing has a significant potential impact to improve health and safety, and provide the necessary structure and support to First Nations women, girls and 2SLGBTQIA+ people, who are at a higher risk for targeted physical, sexual and emotional violence and domestic abuse.
- Improved educational facilities benefits school-aged First Nation children by supporting the creation of quality learning environments that are safe and healthy, promoting better educational outcomes for students living on reserve.
- Investments in health infrastructure helps to increase access to health care programs and services. Across all demographics, upgraded health facilities will enable First Nations communities to provide enhanced health programs and services to its members, thus reducing the necessity for individuals to leave their community in search of care. Many First Nations communities suffer from disproportionately high rates of chronic disease, and other factors, such as overcrowding, can exacerbate the spread of diseases such as COVID-19. Investments in health facility infrastructure are crucial to mitigating against the effect of chronic disease and the pandemic.
- Access to clean water and appropriate wastewater treatment affects all members of a First Nations community. Inequities in the provision and access to reliable and sustainable sources of drinking water leave First Nations communities vulnerable to disproportionately high exposure to waterborne diseases, potential exposures to chemical contaminants and associated health effects. At-risk populations (e.g. children, elderly, pregnant people, persons with disabilities, persons with chronic illness, single parents, persons who are displaced, etc.) are at higher risk for health-related water issues and may disproportionately feel the negative health impacts of inadequate water and wastewater infrastructure. The department is advancing work to better quantify and qualify the direct and indirect impacts

(both positive and/or negative) of clean water on specific members of First Nations communities on reserves through the development of a framework to establish a plan to monitor performance from a GBA Plus perspective going forward.

- Establishing cultural spaces that are inclusive of the perspectives of Indigenous women, girls, and 2SLGBTQQIA+ communities is a critical factor in ensuring that these populations are safe and included in decisions that affect them. Investments in community infrastructure that support the construction of culture and recreation facilities will help to ensure Indigenous women, girls and 2SLGBTQQIA+ have safe, no-barrier, permanent, and meaningful access to their cultures and languages. Investments support community gathering places and cultural infrastructure that contribute to building identities and vibrant cultures.
- Responding to challenges related to systemic inequity between populations living on-reserve and those living off reserve by offering land management capacity building opportunities can lead to improved socio-economic conditions on reserve. This benefits on-reserve First Nations community members by supporting capacity building and the transfer of services for land and environment management and helps facilitate readiness to leverage economic development opportunities. This ensures increased community control and management of reserve lands, environment, and natural resources to support culturally relevant economic development opportunities and self-determination.

Infrastructure and Environments programming also supports communities on a compassionate basis through the continuation of search and recovery activities associated with lost persons who are disproportionately Indigenous women.

Key Risks for the Infrastructure and Environments Service Area

ISC is working to ensure that Indigenous communities have sustainable land management and infrastructure.

There is a risk that shortage for supplies, equipment and labour, and potentially pandemic measures, if still in place, may cause delays to the implementation of various infrastructure projects and might have a significant impact on forecasted costs. In addition, other factors such as seasonal transportation challenges and capacity/ability to deliver multiple projects over a short period of time with time-limited funds may result in the department and First Nations facing project implementation challenges. This will be mitigated by: monitoring and challenging project costs and reporting cost escalations to senior management; re-scoping projects; capacity building for the repair and maintenance of existing infrastructure; and internal controls to reallocate funds as necessary within and between fiscal years, in support of First Nation communities' cash flow needs.

There is a risk that there will not be predictable, sustainable and sufficient funding to support departmental objectives. This will be mitigated by: working within existing spending authorities; using First Nations Infrastructure Investment Plans framework and project approval processes that place emphasis on projects of highest need/value; a reallocation process for surplus targeted funds that looks to ensure allocation to priority projects; following the protocol for ISC-funded Infrastructure and Program Control Framework; and conducting technical reviews of project submissions.

There is also a risk that partners will not have adequate capacity to support co-development opportunities and/or transfer of care control of services and/or authorities. The department will look to mitigate this by: internal reforms for engagement and communication, both at the internal and strategic level; investments in capacity and innovative approaches to provide opportunities for Indigenous partners to strengthen their skills and capacity; coupling engagements or implementation of alternative approaches to reduce engagement fatigue; and co-development and strengthening of partnerships with Indigenous Peoples.

Finally, there is a risk of not having timely and sufficient data and information to support decision-making and reporting. This will be mitigated by continuing efforts to improve the consistency and accuracy of project data for reporting purposes and to ensure a thorough understanding of the importance of the information being reported. Additionally, the department will also develop formalized performance measures and reporting.

Planned Results for the Infrastructure and Environments Service Area

The following table shows the planned results, the result indicators, the targets and the target dates for 2023-24, and the actual results for the three most recent fiscal years for which actual results are available.

Departmental Result 6: Indigenous communities have sustainable land management and infrastructure					
Departmental result indicator	Target	Date to achieve target	2019–20 actual result	2020–21 actual result	2021–22 actual result
Percentage of on-reserve public water systems financially supported by Indigenous Services Canada that have low risk ratings	70%	March 2026	48%	48%	Not available ¹
Percentage of on-reserve public wastewater systems financially supported by Indigenous Services Canada that have low risk ratings	69%	March 2026	48%	48%	Not available ¹
Percentage of First Nations households living in a dwelling that contains more than one person per room	To be determined by March 2024 ²	To be determined by March 2024 ²	Not applicable ³	Not applicable ³	Not applicable ³
Percentage of First Nations housing that is adequate as assessed and reported by First Nations	75%	March 2024	75%	72.7%	72.6%
Percentage of on-reserve Indigenous Services Canada-funded other community infrastructure assets with a condition rating of “good” or “new”	45%	March 2026	Not applicable ³	Not applicable ³	Not applicable ³

Percentage of on-reserve education facilities with a condition rating of “good” or “new”	60%	March 2026	59%	53%	54% ⁴
Percentage of on-reserve health facilities with a condition rating of “good” or “new”	75%	March 2024	87%	84%	84% ⁵
Percentage of First Nations communities with adequate solid waste management systems	65%	March 2028	23%	37.3%	34.6% ⁷
Percentage of high-risk contaminated sites on-reserve where remediation activities are being undertaken	29%	March 2024	41%	29%	34.9% ⁷

- 1- As a result of the COVID-19 pandemic, Annual Performance Inspections were delayed and updated data will become available in 2023-24.
- 2- Target and date to achieved to be co-developed with partners by March 2024.
- 3- New indicator introduced in 2023-24.
- 4- Results include all ISC-supported band-operated, federal, private, and self-governing schools. It does not include provincial schools. A large clean-up of all school asset data was completed at the beginning of 2021 to correct classifications of school assets. As a result, the baseline for 2020-21 was changed slightly. The new methodology, combined with the data cleanup, explains the apparent drop in the results from 59% to 53% in 2020-21 and 54% in 2021-22.
- 5- The 3-year timeframe covered for this reporting period includes inspections completed between 2019-20 to 2021-22 (207 inspections) through the Asset Condition Reporting System process.
- 6- Through consultation with regional offices and analysis of available data, the numbers used to calculate this indicator have been adjusted. A number of communities were added to the calculation to take into account First Nations that have several sites that require separate waste management systems. This explains the apparent drop in results.
- 7- In 2021-22, due to a recent change expanding the Federal Contaminated Sites Action Plan eligibility guidelines, which now supports multiple sites in a community (low, medium and high risk) being addressed, the Contaminated Sites On Reserve Program was unable to concentrate all efforts and resources towards the remediation of only high-risk contaminated sites.

Performance information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).^{xlvii}

Planned Budgetary Spending for the Infrastructure and Environments Service Area

The following table shows budgetary spending for the Infrastructure and Environments Service Area for 2023-24, as well as planned spending for that year and for each of the next two fiscal years.

2023–24 budgetary spending (as indicated in Main Estimates)	2023–24 planned spending	2024–25 planned spending	2025–26 planned spending
4,149,690,259	4,149,690,259	3,945,437,610	3,810,737,666

Financial information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).^{xlviii}

Planned human resources for the Infrastructure and Environments Service Area

The following table shows, in full-time equivalents, the human resources the department will need for the Infrastructure and Environments Service Area for 2023-24 and for each of the next two fiscal years.

2023–24 planned full-time equivalents	2024–25 planned full-time equivalents	2025–26 planned full-time equivalents
876	660	607

Human resources information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).^{xlix}

Economic Development

The Economic Development Service Area recognizes that governance is enabled not only by programs, but also by supporting Indigenous institutions. Data generated through exercising statutory and Treaty obligations represents some of the most rich data sets within ISC which has implications for First Nations data governance and sovereignty.

Departmental Result 7: Indigenous communities are progressing in their business and economic growth

Effective and sustainable use of lands and natural resources is critical for Indigenous economic development. ISC supports economic potential of Indigenous Peoples, their communities and their businesses by promoting Indigenous partnerships with the provinces and territories and the private sector. [Community Economic Development](#) supports First Nation and Inuit communities in the provinces in advancing their business development, economic growth and opportunity readiness.¹ Indigenous Entrepreneurship and Business Development supports Indigenous entrepreneurs who would otherwise have difficulty accessing capital to create and expand a business due to legislative and market-based barriers. By providing access to capital, support services, and business/procurement opportunities including federal contracts, ISC contributes to higher levels of economic prosperity for Indigenous Peoples. Economic Development and Capacity Readiness provides a broad range of supports to assist First Nation, Inuit, and Métis communities as they actively pursue economic and business opportunities.

In 2023-24, ISC will:

- Continue to support the implementation of the 5% target for federal procurement with Indigenous businesses by 2026.
- Conduct meaningful engagement to support the co-development of the Transformative Indigenous Procurement Strategy.
- Provide support to Inuit firms to reduce barriers of access they face in competing for government contracts.
- Implement \$34 million in new funding from Budget 2022 for Lands and Economic Development Services Program and Community Opportunity Readiness Program project funding, and economic development supports for First Nations and Inuit community economic development and stimulus for their businesses.
- Co-redesign and expand access to equity capital through the [Aboriginal Entrepreneurship Program](#) to increase the establishment and expansion of Indigenous firms to expand, grow and prosper.ⁱⁱ

The **Aboriginal Entrepreneurship Program** lowers barriers to access to affordable capital for First Nations, Inuit and Métis entrepreneurs by providing them with equity and business support services when they apply for business financing, and the **Strategic Partnership Initiative** helps Indigenous communities participate in complex economic opportunities while promoting Indigenous procurement; both of these programs contribute towards *SDG 8 – Decent work and economic growth*.

- Support the development of a reporting framework for a transformative approach to the Aboriginal Entrepreneurship Program.
- Fund Indigenous organizations that support and increase the number of viable businesses in Canada owned and controlled by Indigenous businesses.
- Continue to modernize and stabilize economic development programs with a goal of program transfer through new and existing [Strategic Partnerships Initiatives](#).^{lii}
- Continue to build capacity for local, economically-sustainable clean energy projects in First Nations, Inuit, and Métis communities.
- Deliver pathfinding services through a navigator unit housed under the Strategic Partnerships Initiative to provide a single-window point of entry for all Indigenous entrepreneurs, businesses, and communities to access funding from across the federal family in all sectors of the economy.
- Advance modernization discussions of the [Indian Oil and Gas Regulations](#) and advance work with First Nations on their assertion of jurisdiction.^{liii}
- Establish performance targets for assessing low income measures to determine levels of poverty in a population and to measure the economic health of the working age population. Comparing data across population groups is an important way of putting numbers in context to identify needs to address systemic barriers or enduring effects of past injustices.

ISC will also consider employment rates and median income as other ways of measuring a population's economic health.

The National Aboriginal Capital Corporations Association's Indigenous Women's Entrepreneurship Program Initiative supports Indigenous women in various stages of engagement with entrepreneurship and invests in their skills, employment, and leadership.

ISC also supports Indigenous, culturally-competent GBA Plus and the development of a Gender-Based Violence National Action Plan; this work is being led by Women and Gender Equality and includes developing a Federal Action Plan that will address inequities experienced by the 2SLGBTQIA+ community.

Both of these programs and initiatives contribute towards *SDG 5 – Gender Equality* and *SDG 10 - Reduced inequality*.

Gender-Based Analysis Plus for the Economic Development Service Area

There are significant gaps between Indigenous and non-Indigenous populations in Canada that prevent Indigenous economic participation, including shortage of jobs; lack of quality education and inequitable funding for education; lack of training; work inexperience; remoteness; lack of transportation; lack of digital infrastructure; and shortage of employer willingness to hire Indigenous employees, especially youth. Given these gaps, self-employment and entrepreneurship is often seen by Indigenous Peoples as a solution for economic prosperity.

Indigenous entrepreneurs face barriers including: legislative barriers, lower average incomes, remote locations, infrastructure gaps, lack of digital access, lower accumulated wealth, incomplete

credit histories and lower financial literacy. In addition, mainstream banks have a limited presence in or near Indigenous communities and there is a lack of access to, experience with, and confidence in many banks on the part of Indigenous communities. The benefits to Indigenous businesses' increased participation are not limited to immediate employment opportunities for community members, but have compounding positive impacts across the social determinants of health. A 2015 report from the C.D. Howe Institute found that "\$1,000 of additional per capita own-source revenue increases education and health spending by roughly \$100 per person," and that economic development programming expenditures likely include," funding for local development corporations as well as programs designed to enhance job skills."

Businesses across Inuit Nunangat face distinct regional barriers such as high costs for utilities, transportation and telecommunications, as well as shortages of available and affordable business spaces. Raising sufficient capital to survive the start-up phase and establish the business long enough to gain sufficient cash-flow remains a major challenge for all small businesses. Métis entrepreneurs face distinct economic barriers that differ from those faced by First Nations and Inuit entrepreneurs. Many Non-Status First Nations, Inuit and Métis are disproportionately impacted by Indian Status eligibility requirements within certain funding streams. Métis also face institutional barriers linked to federal, provincial laws and community level self-governance laws.

Additional GBA Plus considerations for the economic development of Indigenous communities include Indigenous women entrepreneurs who only make up 30% of Indigenous businesses. Compared to Indigenous men, they face additional barriers including lower average financial literacy, added family responsibilities and a lack of experience and confidence in dealing with lenders and financial institutions.

The establishment of the minimum 5% target for federal government contracts will encourage federal departments and agencies to include Indigenous-specific bid evaluation criteria in procurement, such as Indigenous employment training and skills development, ownership, or subcontracting, and should be targeted in such a way as to address some of these realities as appropriate. These actions may also serve as capacity-building measures to empower new and existing businesses. While federal procurement generally supports industries where Indigenous men are more represented, these types of incremental gains will have an overall positive effect to create work for Indigenous Peoples and their communities.

Key Risks for the Economic Development Service Area

ISC is working to ensure that Indigenous communities are progressing in their business and economic growth.

There is a risk that Indigenous business recovery may be delayed if support funding is not provided in a timely manner, and multiple applications are required to receive funding. To mitigate this, the department has been collaborating internally to identify program priorities and will be pursuing options to address funding gaps. Additionally, analysis is underway regarding the impact of community business needs during the pandemic, and how to position those businesses for further economic development.

There is also a risk that funding may be allocated to more populated and higher-capacity communities to ensure program success, rather than being allocated to less populated communities where relative impact could be significant, but program success less guaranteed. To mitigate this, the department will look to review the management control framework, and conduct an analysis of needs of lower capacity communities and potential options to address program gaps.

Finally, there is a risk that the current data gathering standards, outdated information and formulas, as well as many unusual concurrent events may affect the department's ability to measure outcomes or produce evidence needed for future program or policy objectives. To mitigate this risk, the department will: review Performance Information Profiles for all programs; develop engagement approaches with Indigenous partners for information and data gathering; develop policy requirements that provide direction to federal departments and agencies to implement and achieve a 5% Indigenous procurement target, as well as reporting and planning data requirements; establish an interim reporting framework for the current initiative that reports on contracts awarded to Indigenous businesses, drafting reporting guidance, and developing business rules for updating the Open Government Portal; and support Public Services and Procurement Canada in the assessment and development of a training package for procurement officers.

Planned results for the Economic Development Service Area

The following table shows the planned results, the result indicators, the targets and the target dates for 2023-24, and the actual results for the three most recent fiscal years for which actual results are available.

Departmental Result 7: Indigenous communities are progressing in their business and economic growth					
Departmental result indicator	Target	Date to achieve target	2019–20 actual result	2020–21 actual result	2021–22 actual result
Percentage of the population that lived in a low income situation in the year preceding the Census	To be determined by March 2024 ¹	To be determined by March 2024 ¹	Not applicable ²	Not applicable ²	Not applicable ²
Employment rate of the working age population (25-64)	To be determined by March 2024 ¹	To be determined by March 2024 ¹	Not applicable ²	Not applicable ²	Not applicable ²
Median income of the working age population (25-64)	To be determined by March 2024 ¹	To be determined by March 2024 ¹	Not applicable ²	Not applicable ²	Not applicable ²

1- Target and date to be achieved to be established by March 2024. Data for this indicator will be collected through the Statistics Canada Census of Population every five years and will be reported by population group.

2- New indicator introduced in 2023-24.

Performance information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).^{liv}

Planned Budgetary Spending for the Economic Development Service Area

The following table shows budgetary spending for the Economic Development Service Area for 2023-24, as well as planned spending for that year and for each of the next two fiscal years.

2023–24 budgetary spending (as indicated in Main Estimates)	2023–24 planned spending	2024–25 planned spending	2025–26 planned spending
262,255,452	262,255,452	205,096,052	202,790,416

Financial information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).^{lv}

Planned Human Resources for the Economic Development Service Area

The following table shows, in full-time equivalents, the human resources the department will need for the Economic Development Service Area for 2023-24 and for each of the next two fiscal years.

2023–24 planned full-time equivalents	2024–25 planned full-time equivalents	2025–26 planned full-time equivalents
259	248	246

Human resources information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).^{lvi}

Governance

The Governance Service Area brings together governance capacity programming to provide a more comprehensive view of various governance capacity programs to allow for better coordination. It recognizes that governance is enabled not only by programs, but also by supporting Indigenous institutions, such as through the Transformational Approach to Indigenous Data and the co-development work of the New Fiscal Relationship. Data generated through exercising statutory and Treaty obligations represent some of the most rich data sets within ISC which has implications for First Nations data governance and sovereignty.

Departmental Result 8: Indigenous communities have governance capacity and support for self-determination

ISC is committed to supporting governance capacity and support for self-determination for Indigenous Peoples, communities, and governments to control the design, delivery, and management of services, including:

- Access to services, benefits, programs and payments to which Indigenous Peoples are entitled such as the [Indian Registry, Trust Moneys, Estates Management, and Treaty Annuities](#)^{lvii};
- Governance capacity initiatives that aim to help transition First Nations towards self-determination and data sovereignty;
- Support and investing in First Nation-led processes to transition away from the *Indian Act*.

The measure of certification of a First Nation's Financial Management System by the First Nations Financial Management Board indicates strong financial management practices and is a proxy measure of improved governance capacity. ISC will track the number of communities that are certified on an annual basis.

ISC will continue to work towards achieving its mandate to support First Nation-led processes to transition away from the *Indian Act* by helping First Nations convert to alternative election systems, particularly custom codes and the *First Nations Elections Act*, and ensuring First Nations governments have access to core management and administrative support. First Nations that move to holding their elections under the *First Nation Elections Act* or their own community election system are adopting a more autonomous electoral system that than that under the *Indian Act*. These alternative systems do not afford a departmental role or decision making in the First Nation's electoral process, allowing greater self-determination by First Nations. ISC will track progress towards this by measuring the percentage of First Nations that adopt alternatives to the *Indian Act* election system.

As a key contributor to supporting *SDG 10 - Reduced inequality*, ISC acknowledges that the best way to ensure inequality is eliminated for First Nations, Inuit and Métis is by upholding the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and working to integrate direction towards **service transfer and self-determination for all Indigenous communities**.

Legislation that addresses specific [inequities in the registration and band membership provisions of the *Indian Act*](#) was introduced in December 2022.^{lviii} If passed, Bill C-38 will address the legacy impacts of enfranchisement and help affected First Nations individuals gain entitlement to be registered under the *Indian Act*. A collaborative consultation process will be launched in early 2023 to seek options to address broader reform in registration and membership.

In addition, ISC will:

- Deliver and advance the modernization of the Indigenous Governance and Capacity Program through ongoing collaboration with expert organizations through the Governance Modernization Working Group.
- Engage with partners on a new interim funding model for Band Support Funding and Professional and Institutional Development Programs.
- Advance community development through funding initiatives, training and strategy implementation including monitoring the approach for the Indigenous Community Development National Strategy while establishing and facilitating discussions of the Community Development Wrap-Around Initiative Regional and National Tables to determine program alignment and modernization opportunities with partner programs.
- Ensure effective risk-based monitoring and responsive capacity supports are available in relation to ongoing eligibility for the New Fiscal Relationship Grant.
- Support uptake of the New Fiscal Relationship Grant through measures to expand eligibility and explore broadening the scope of funding streams available.
- Complete an evaluation of the New Fiscal Relationship Grant mechanism.
- Advance co-development and engagement on the National Outcome Based Framework, which will measure socio-economic gaps between First Nations and non-Indigenous Canadians, with the goal of securing consensus and completing engagements by Fall 2023.
- Advance co-development on the next phase of policy development on elements of the New Fiscal Relationship informed by the Joint Advisory Committee on Fiscal Relations to address funding sufficiency, funding transfer mechanisms, and the broader mutual accountability relationship.
- Co-develop a replacement to the Default Prevention and Management Policy with a new, proactive approach to capacity development.
- Advance the development and implementation of the Transformational Approach to Indigenous Data initiative to advance a coherent, Indigenous-led approach to addressing data gaps in order to effectively measure and help eliminate socioeconomic gaps between Indigenous and non-Indigenous Peoples in Canada, and to support First Nations, Inuit, and Métis Nation organizations to deliver effective services to their citizens. As this work advances, ISC will seek to work with Partners to align Program and Departmental performance measurement developed through these investments.

Gender-Based Analysis Plus for the Governance Service Area

The Indigenous Governance and Capacity program supports governance capacity in Indigenous communities as they see fit, and recognizes that Indigenous communities are the experts of their needs and priorities and know best how to address them. As governance supports are increased, barriers to diversity and inclusion are likely to decrease for women, girls, and 2SLGBTQIA+

people. Based on existing data from self-government agreements, it is reasonable to assume that increases in governance funding results in fewer barriers to Indigenous community level consultation and engagement with diverse groups, greater investment in diversity and inclusion initiatives, positive social determinants of health outcomes for varied groups within communities, and greater overall access to programs and services offered by First Nations, Inuit and Métis governments. Those First Nations (inclusive of gender, age, disability, sexuality and other identity factors) who have already moved or will move to the New Fiscal Relationship Grant, area provided with predictable and flexible funding, and the autonomy to design and deliver services in a manner that reflects community priorities and mitigate colonial barriers to self-determination. This contributes to improved socio-outcomes where First Nations leverage flexibilities under the Grant in order to be more responsive to community needs and priorities, including with respect to being responsive to diversity within communities.

All relations with Indigenous Peoples need to be based on the recognition and implementation of their right to self-determination, including the inherent right of self-government. As such, the department is working with First Nation leadership to facilitate the transition away from the *Indian Act* with consideration of any measures that would negatively impact Charter rights. The traditional governance structures of many nations included women, elders, and youth in decision-making processes. For many communities, traditional leadership even followed a matriarchal line. With the imposition of the *Indian Act*, the leadership roles of women, elders, and youth could have been undermined. Since the 1951 amendments to the *Indian Act* allowing women to participate within the governance structure, many legislative and regulatory initiatives have supported the restoration of women's roles in decision-making and greater diversity of voices in Indigenous governance.

ISC is also supporting Indigenous Peoples to build the data capacity they need to tell their own stories and to design and deliver programs, policies, and services that reflect their unique histories and multidimensional lived experiences. Although primarily oriented to supporting Indigenous self-determination, this will also support a stronger, more inclusive national statistical system, and improve the availability of Indigenous data, including data that can be disaggregated by key factors like gender and distinctions-group. The Census of Canada, which, despite its narrow scope, remains the cornerstone of distinctions-based data on Indigenous Peoples, demonstrates clearly the significant differences in outcomes among sub-groups of the broader Indigenous population, highlighting the need for disaggregated data.

- In 2015, the median income for non-Indigenous, working age Canadians was \$42,930, compared to \$32,553 for Registered Indians living off reserve and \$20,357 for Registered Indians living on reserve. Regional differences are stark, and gender differences are also apparent.
- The 2016 Census shows that the gender disparity in unemployment between non-Indigenous men and women is only 1 percentage point. The disparity is vastly larger among Inuit, where the unemployment rate among men is 25%, compared to 33% among women.
- While men in Canada typically have significantly higher incomes than women, Registered Indian women living on reserve and Inuit women actually have a median income that is \$6,000 - \$7,000 higher than men.

Through the Transformational Approach to Indigenous Data, First Nations, Inuit, and Métis Nations are supported in developing and advancing distinctions-based data strategies to realize their respective visions for data sovereignty. This will facilitate data sharing with Indigenous partners as a first step towards the eventual transfer of departmental data assets to Indigenous control.

Key Risks for the Governance Service Area

ISC is working to ensure that Indigenous communities have governance capacity and support for self-determination.

There is a risk that a lack of predictable, sufficient and sustainable funding for Indigenous Governance and Capacity will limit the ability of Indigenous governments to maintain and advance their governance capacity. To mitigate this, the department will continue to explore avenues for increased supports through the modernization of the Indigenous Governance and Capacity Program, in particular the [Band Support Funding](#) program.^{lix}

There is also a risk that government programming may not adequately respond to community development needs, as identified by Indigenous communities. To mitigate this, the department will continue its efforts to support community-led planning and holistic wrap-around approaches to community development, that put First Nations visions and priorities at the forefront.

Planned Results for the Governance Service Area

The following table shows the planned results, the result indicators, the targets and the target dates for 2023-24, and the actual results for the three most recent fiscal years for which actual results are available.

Departmental Result 8: Indigenous communities have governance capacity and support for self-determination					
Departmental result indicator	Target	Date to achieve target	2019–20 actual result	2020–21 actual result	2021–22 actual result
Number of communities certified by the First Nations Financial Management Board	To be determined by March 2024 ¹	To be determined by March 2024 ¹	Not applicable ²	Not applicable ²	Not applicable ²
Percentage of First Nations adopting alternatives to the Indian Act election system	79%	March 2024	76.3%	77.1%	77.9%

1- Target and date to achieve to be established with partners by March 2024.

2- New indicator introduced in 2023-24.

Performance information for Indigenous Services Canada's program inventory is available on [GC InfoBase](#).^{lix}

Planned Budgetary Spending for the Governance Service Area

The following table shows budgetary spending for the Governance Service Area for 2023-24, as well as planned spending for that year and for each of the next two fiscal years.

2023–24 budgetary spending (as indicated in Main Estimates)	2023–24 planned spending	2024–25 planned spending	2025–26 planned spending
584,643,016	584,643,016	491,619,491	460,835,892

Financial information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).^{lxi}

Planned Human Resources for the Governance Service Area

The following table shows, in full-time equivalents, the human resources the department will need for the Governance Service Area for 2023-24 and for each of the next two fiscal years.

2023–24 planned full-time equivalents	2024–25 planned full-time equivalents	2025–26 planned full-time equivalents
882	833	827

Human resources information for Indigenous Services Canada’s program inventory is available on [GC InfoBase](#).^{lxii}

Internal services: planned results

Internal services are the services that are provided within a department so that it can meet its corporate obligations and deliver its programs. There are 10 categories of internal services:

- ▶ management and oversight services
- ▶ communications services
- ▶ legal services
- ▶ human resources management services
- ▶ financial management services
- ▶ information management services
- ▶ information technology services
- ▶ real property management services
- ▶ materiel management services
- ▶ acquisition management services

Planning highlights

ISC will continue to ensure that all programs and regions are supported by high quality internal services that are continually evolving to better serve clients and to align with the departmental mandate, including the transfer of services to Indigenous partners.

In 2023-24, ISC will:

- Support service delivery to Indigenous Peoples through greater integrated planning to allow risks and results to guide decision-making and oversight.
- Promote increased and continued involvement of Indigenous partners in the strategic planning process and review of performance indicators to help the department improve its capacities in risk, results measurement, investment and project management to better align resources with key objectives.
- Promote greater accountability, transparency and oversight through internal audits and financial reviews to provide assurance of departmental governance and controls, and support appropriate use of human and financial resources.
- Provide First Nations, Inuit and Métis communities with timely and relevant information they need to access high quality programs and services.
- Provide strategic and timely communications services in support of ministerial, department and Government of Canada priorities including progress made in the implementation of the Federal Pathway to Address Missing and Murdered Indigenous Women, Girls and 2SLGBTQQIA+ People, the United Nations Declaration on the Rights of Indigenous People, and the response to the locating of unmarked graves near former Indian Residential Schools.
- Continue to lead work to implement a coordinated public communication campaign on key priorities, in partnership with Indigenous communities. This includes the continued

development of a digital presence on [reconciliation](#) key themes that have been developed through engagement with Indigenous partners.^{lxiii}

- Respond to the Clerk of the Privy Council's call for action on increasing diversity among employees and senior public service leaders while building a culture of inclusion that will combat racism and remove systemic barriers.
- Implement its first Accessibility Plan that identifies barriers to accessibility and actions to overcome them, enabling the full participation and development of our staff with disabilities and including accessibility concepts in our policies, programs and services.
- Infuse policies, resources, and tools with distinct Indigenous lenses to leverage the talents and strengths of Indigenous employees and support the recruitment, career paths, well-being, and retention of First Nations, Inuit and Métis employees.
- Continue to implement the 2021-2024 Well-being and Mental Health Strategy as the catalyst for change and the continued investment in a psychologically healthier workplace.
- Assist the department in its transition to a modern workplace by considering the nationalization of talent and work and revisiting approaches to staffing and technical support.
- Support Enterprise Data Management and a Transformational Approach on Indigenous Data while modernizing Information Management, Data Management and Information Technology solutions.
- Improve departmental services, promote the Government of Canada's Policy on Service and Digital, plan business continuity processes, define and measure performance management metrics for Information Management services, and maintain the Enterprise Performance and Information Center to support the integration and development of planning and reporting processes.
- Enable an effective Fraud Risk Framework to help support exponential growth in programs such as Jordan's Principle while supporting the digital transformation of financial operations including modernizing the Treaty Payment System.
- Establish a horizontal process for the review of transfer payments within a standardized and common model across the regions while implementing synergy between various partners to foster effective reconciliation relationships in program design and implementation, definition of Terms and Conditions, and streamlining of business processes, along with developing a Centre of Excellence in Transfer Payment where experts from various fields of expertise provide guidance, support and advice to any departmental users.
- Continue to apply GBA Plus in the planning, decision making, and implementation of internal services described above to ensure that the department's internal services, policies, and activities are equitable, and to better support the application of GBA Plus in policy and Programs.

Planning for Contracts Awarded to Indigenous Businesses

ISC is committed to reconciliation with Indigenous Peoples and will continue to explore all available avenues for increasing opportunities for Indigenous businesses to participate in federal procurement processes. The departmental programs in collaboration with procurement are working on establishing best practices and strengthening procurement policies and mechanisms in support of the Procurement Strategy for Indigenous Business and the mandatory minimum 5% Indigenous procurement requirement.

ISC has undertaken various communications activities to ensure procurement officials are well-versed and actively considering opportunities to incorporate Indigenous considerations into routine procurement requests.

ISC's Indigenous procurement target for 2022-23 was set at 15% and the target for 2023-24 has not yet been established. To assist in reaching and surpassing this target, procurement officials are working on developing a method to track and report on Indigenous subcontracting opportunities, which re embedded within some of ISC's contracts.

5% reporting field description	2021-22 actual % achieved	2022-23 forecasted % target	2023-24 planned % target
Total percentage of contracts with Indigenous businesses	Not applicable	15%	To be determined but not less than 5% ¹

1- Targets for 2023-24 have not yet been established

Planned Budgetary Spending for Internal Services

The following table shows, for internal services, budgetary spending for 2023-24, as well as planned spending for that year and for each of the next two fiscal years.

2023-24 budgetary spending (as indicated in Main Estimates)	2023-24 planned spending	2024-25 planned spending	2025-26 planned spending
228,930,692	228,930,692	199,792,017	190,891,690

Planned Human Resources for Internal Services

The following table shows, in full-time equivalents, the human resources the department will need to carry out its internal services for 2023-24 and for each of the next two fiscal years.

2023-24 planned full-time equivalents	2024-25 planned full-time equivalents	2025-26 planned full-time equivalents
1,562	1,405	1,342

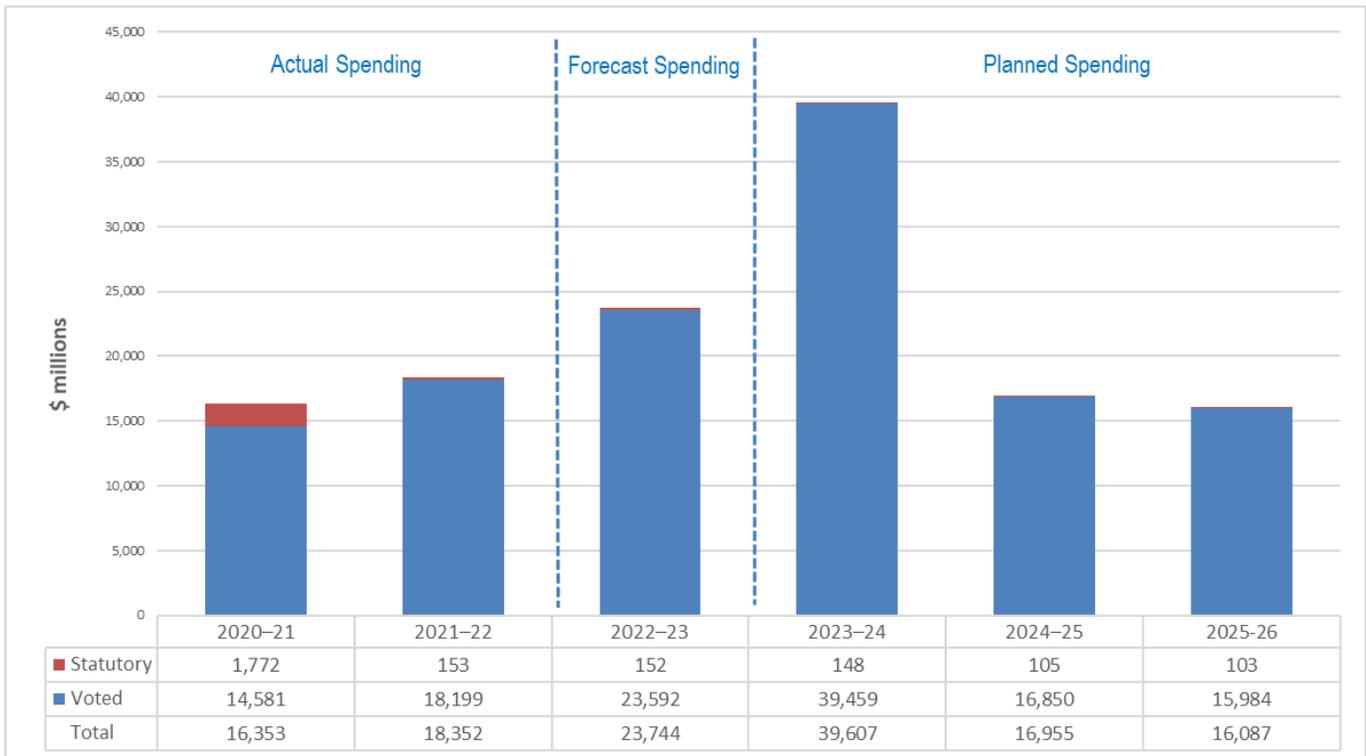
Planned Spending and Human Resources

This section provides an overview of the department’s planned spending and human resources for the next three fiscal years and compares planned spending for 2023-24 with actual spending for the current year and the previous year.

Planned Spending

Departmental Spending 2020-21 to 2025-26

The following graph presents planned spending (voted and statutory expenditures) over time.



Budgetary Planning Summary for Core Responsibilities and Internal Services (dollars)

The following table shows information on spending for Indigenous Services Canada's Core Responsibility and Internal Services for 2023-24 and other relevant fiscal years.

In 2023-24, ISC restructured its Departmental Results Framework resulting in a change of its Core Responsibility. The table reflects the actual expenditures, forecast spending and planned spending under the associated Core Responsibility for the fiscal year reported.

Core responsibilities and internal services	2020–21 actual expenditures*	2021–22 actual expenditures*	2022–23 forecast spending*	2023–24 budgetary spending (as indicated in Main Estimates)	2023–24 planned spending	2024–25 planned spending	2025–26 planned spending
Indigenous Well-Being and Self-Determination	Not applicable	Not applicable	Not applicable	39,378,545,794	39,378,545,794	16,754,835,849	15,896,381,937
Services and Benefits to Individuals	2,042,963,939	2,256,640,551	2,615,055,918	Not applicable	Not applicable	Not applicable	Not applicable
Health and Social Services	7,800,965,093	8,671,955,198	11,302,743,690	Not applicable	Not applicable	Not applicable	Not applicable
Governance and Community Development Services	4,637,274,340	5,327,660,547	7,816,325,499	Not applicable	Not applicable	Not applicable	Not applicable
Indigenous Self-Determined Services	1,610,912,324	1,819,668,220	1,717,589,989	Not applicable	Not applicable	Not applicable	Not applicable
Subtotal	16,092,115,696	18,075,924,516	23,451,715,096	39,378,545,794	39,378,545,794	16,754,835,849	15,896,381,937
Internal Services	261,129,820	275,885,076	292,025,783	228,930,692	228,930,692	199,792,017	190,891,690
Total	16,353,245,516	18,351,809,592	23,743,740,879	39,607,476,486	39,607,476,486	16,954,627,866	16,087,273,627

*The Core Responsibility totals for 2020-21 and 2021-22 actual expenditures and 2022-23 forecast spending are presented as reported under the former Departmental Results Framework which consisted of four Core Responsibilities: Services and Benefits to Individuals, Health and Social Services, Governance and Community Development Services, and Indigenous Self-Determined Services. As of 2023-24, ISC's Departmental Results Framework consists of one Core Responsibility – Indigenous Well-Being and Self-Determination.

The 2021-22 expenditures were \$18,351.8 million, a net increase of approximately \$1,998.6 million over 2020-21. This is primarily due to:

- a net increase in funding for Indigenous community infrastructure;
- a net increase in funding related to the Income Assistance program;

- a net increase in funding for mental health and wellness;
- a net increase in funding for the elementary and secondary as well as post-secondary education programs;
- a net increase in funding for Child and Family Services;
- a net increase in funding for the non-insured health benefits for First Nations and Inuit;
- a net decrease in funding for COVID-19 initiatives, such as:
 - enhancing public health measures to COVID-19 in First Nations and Inuit communities;
 - Income Assistance;
 - Indigenous Community Support Fund;
 - supporting Indigenous businesses;
 - supporting a safe restart in Indigenous communities;
 - supporting Indigenous mental wellness;
 - urban and regional Indigenous organizations;
 - supportive care in Indigenous communities;
 - the continuation of public health responses in Indigenous communities; and
 - Indigenous communities affected by disruptions to their revenues which are necessary to support programs and services.

Spending is expected to increase by \$5,391.9 million between 2021-22 expenditures and 2022-23 forecast spending. This is primarily due to:

- a net increase in funding for out-of-court settlements;
- a net increase in funding for costs related to compensation and for the reforms to the First Nations Child and Family Services and Jordan's Principle programs;
- a net increase in funding for Indigenous community infrastructure;
- a net increase in funding for the continued implementation of Jordan's Principle and supporting the Inuit Child First Initiative;
- a net increase in funding for Child and Family Services;
- a net increase in funding for the non-insured health benefits for First Nations and Inuit;
- a net increase in funding to support the implementation of the *Act respecting First Nations, Inuit and Métis children, youth and families* and the ongoing reform of the Indigenous Child and Family Services Program; and
- a net decrease in funding for COVID-19 initiatives, such as:
 - Indigenous Community Support Fund;
 - the continuation of public health responses in Indigenous communities;
 - Indigenous communities affected by disruptions to their revenues which are necessary to support programs and services;
 - supporting Indigenous businesses;
 - supportive care in Indigenous communities; and
 - supporting a safe restart in Indigenous communities.

Spending is expected to increase by \$15,863.7 million between 2022-23 forecast spending and 2023-24 planned spending. This is primarily due to:

- a net increase in funding for out-of-court settlements;
- a net decrease in funding for Indigenous community infrastructure;
- a net decrease in funding for emergency management;
- a sunset (at the end of 2022-23) in funding for implementation of the British Columbia Tripartite Framework Agreement on First Nation Health Governance;
- a net decrease in funding for the continued implementation of Jordan's Principle and supporting the Inuit Child First Initiative;
- a net decrease in funding for Child and Family Services;
- a net decrease in funding for the non-insured health benefits for First Nations and Inuit;
- a net decrease in funding for COVID-19 initiatives, such as:
 - Indigenous Community Support Fund;
 - the continuation of public health responses in Indigenous communities; and
 - supporting students and youth.

Spending is expected to decrease by \$23,520.2 million between 2023-24 and 2025-26 planned spending. This is primarily due to:

- a decrease in funding for out-of-court settlements;
- a net decrease in funding for costs related to compensation and for the reforms to the First Nations Child and Family Services and Jordan's Principle programs;
- a net decrease in funding for Indigenous community infrastructure;
- a sunset of funding for the continued implementation of Jordan's Principle (at the end of 2024-25) and supporting the Inuit Child First Initiative (at the end of 2023-24);
- a net decrease in funding to support the implementation of the *Act respecting First Nations, Inuit and Métis children, youth and families* and the ongoing reform of the Indigenous Child and Family Services Program; and
- a net increase in funding related to the Northern Ontario Grid Project.

Decisions on the renewal of the sunset initiatives will be taken in future budgets and reflected in future estimates.

2023–24 Budgetary Gross and Net Planned Spending Summary (dollars)

The following table reconciles gross planned spending with net planned spending for 2023-24.

Core responsibility and internal services	2023–24 gross planned spending	2023–24 planned revenues netted against spending	2023–24 planned net spending
Indigenous Well-Being and Self-Determination	39,383,995,794	(5,450,000)	39,378,545,794
Internal services	271,833,584	(42,902,892)	228,930,692
Total	39,655,829,378	(48,352,892)	39,607,476,486

Revenues mentioned above are for the provision of services or the sale of products related to health protection and medical services; and the provision of internal support services under section 29.2 of the *Financial Administration Act*.

Planned Human Resources

The following table shows information on human resources, in full-time equivalents (FTEs), for Indigenous Services Canada's core responsibility and its internal services for 2023-24 and the other relevant years.

Human Resources Planning Summary for the Core Responsibilities and Internal Services

Core responsibility and internal services	2020–21 actual full-time equivalents*	2021–22 actual full-time equivalents*	2022–23 forecast full-time equivalents*	2023–24 planned full-time equivalents	2024–25 planned full-time equivalents	2025–26 planned full-time equivalents
Indigenous Well-Being and Self-Determination	Not applicable	Not applicable	Not applicable	5,508	4,800	4,565
Services and Benefits to Individuals	1,741	1,818	1,994	Not applicable	Not applicable	Not applicable
Health and Social Services	1,576	1,800	1,969	Not applicable	Not applicable	Not applicable
Governance and Community Development Services	1,609	1,658	1,732	Not applicable	Not applicable	Not applicable
Indigenous Self-Determined Services	0	9	12	Not applicable	Not applicable	Not applicable
Subtotal	4,926	5,285	5,707	5,508	4,800	4,565
Internal services	1,445	1,560	1,574	1,562	1,405	1,342
Total	6,371	6,845	7,281	7,070	6,205	5,907

* The Core Responsibility totals for 2020-21 and 2021-22 actual expenditures and 2022-23 forecast spending are presented as reported under the former Departmental Results Framework which consisted of four Core Responsibilities: Services and Benefits to Individuals, Health and Social Services, Governance and Community Development Services, and Indigenous Self-Determined Services. As of 2023-24, ISC's Departmental Results Framework consists of one Core Responsibility – Indigenous Well-Being and Self-Determination.

For the period from 2020-21 to 2021-22, the increase in FTEs is primarily due to:

- the department receiving additional resources throughout the year to address the Pandemic, to meet program needs and priorities, and to sustain the program's growing operations;
- additional staffing received to manage the Non-Compliance Motion and regular operations for First Nations Child and Family Services. It also factors in resources received to advance global resolution on compensation and additional resources to implement the C-92 Act.A29;
- funding received through supplementary estimates:
 - to improve health outcomes in Indigenous communities (Budget 2021),
 - related to Sex-Based Inequities in Indian Status Registration (S3),
 - for the continued implementation of Jordan's Principle,
 - new Off-cycle Mental Wellness funding,
 - for infrastructure in Indigenous communities (Budget 2021), the operations and maintenance of infrastructure in First Nations communities on reserve (Budget 2021), infrastructure projects in Indigenous communities.
- the increase is partially offset by variance in FTEs due to timelines in staffing due to turnover, due diligence in hiring, and unexpected vacancies.

For the period from 2023-24 to 2025-26, the FTEs are expected to decrease primarily due to:

- sunset (at the end of 2023-24) of funding for mental health and wellness (Budget 2021);
- sunset (at the end of 2023-24) of funding to implement the federal framework to address the legacy of residential schools (Budget 2022);
- sunset (at the end of 2023-24) of Funding for the Continued Implementation of Jordan's Principle and Supporting Inuit Children (Budget 2019);
- sunset (at the end of 2023-24) of funding to support individual compensation, capital expenditures, and immediate reforms of First Nations Child and Family Services and Jordan's Principle;
- a decrease in funding for costs related to compensation and for the reforms to the First Nations Child and Family Services program;
- a net decrease to support the implementation an *Act respecting First Nations, Inuit and Métis children, youth and families*; and
- sunset (at the end of 2024-25) of funding to support the implementation of the *Act respecting First Nations, Inuit and Métis children, youth and families* and the ongoing reform of the Indigenous Child and Family Services Program;
- a decrease in funding for Indigenous Infrastructure Projects (Budget 2021);
- a decrease in funding for the Health and Safety of First Nations On-Reserve Housing, Water and Community Infrastructure (Budget 2022 and 2021 Fall Economic Statement);
- decrease in FTEs due to the sunseting of FTEs funded for Additions to Reserve Land for First Nations Economic Recovery (Budget 2021) and the Federal Contaminated Site Action Plan: Phase IV;
- sunset (at the end of 2023-24) of funding for Improving *Indian Act* Registration Services;
- sunset (at the end of 2024-25) of funding to implement phase one of a transformational approach to Indigenous data (Budget 2021).

Decisions on the renewal of the sunset initiatives will be taken in future budgets and reflected in future estimates.

Estimates by vote

Information on Indigenous Services Canada's organizational appropriations is available in the [2023–24 Main Estimates](#).^{lxiv}

Future-oriented condensed statement of operations

The future-oriented condensed statement of operations provides an overview of Indigenous Services Canada's operations for 2022-23 to 2023-24.

The amounts for forecast and planned results in this statement of operations were prepared on an accrual basis. The amounts for forecast and planned spending presented in other sections of the Departmental Plan were prepared on an expenditure basis. Amounts may therefore differ.

A more detailed future-oriented statement of operations and associated notes, including a reconciliation of the net cost of operations with the requested authorities, are available on [Indigenous Services Canada's website](#).^{lxv}

Future-oriented Condensed statement of operations (unaudited) for the year ending March 31, 2024 (dollars)

Financial information	2022–23 forecast results	2023–24 planned results	Difference (2023–24 planned results minus 2022–23 forecast results)
Total expenses	23,747,667,542	20,614,848,960	(3,132,818,582)
Total revenues	62,201,634	54,437,062	(7,764,572)
Net cost of operations before government funding and transfers	23,685,465,908	20,560,411,898	(3,125,054,010)

Expenses

Total expenses for 2023-24 are planned at \$20,615 million, representing a \$3,133 million decrease from the previous year's forecasted total expenses of \$23,748 million. Expenses by core responsibility are as follows:

- Indigenous Well-Being and Self-Determination \$20,315 million (99%);
- Internal Services \$300 million (1%).

The majority of the decrease in expenses from 2022-23 to 2023-24 is primarily due to the sunset of funding related to COVID-19 initiative, the sunset funding related to First Nation Health Governance and the decrease in funding for Child and Family Support and the Jordan's Principle program.

Revenues

Total revenues for 2023-24 are planned at \$54 million, representing a \$8 million decrease over the previous year's total revenues of \$62 million. Revenues from the provision of financial and administrative services represent \$43 million (79%), spendable revenues represent \$6 million (11%), and miscellaneous revenues represent the remaining \$5 million (10%).

Corporate information

Organizational profile

Appropriate minister: The Honourable Patty Hajdu, P.C., M.P. , Minister of Indigenous Services and Minister responsible for the Federal Economic Development Agency for Northern Ontario

Ministerial portfolio: Department of Indigenous Services, Indian Oil and Gas Canada (special operating agency), and the National Indigenous Economic Development Board (advisory board)

Enabling instruments: *Department of Indigenous Services Act, S.C. 2019, c. 29, s.336*^{lxvi}; *Indian Oil and Gas Act, S.C., 1985, c. I-7*^{lxvii}

Year of incorporation / commencement: 2019

Raison d'être, mandate and role: who we are and what we do

Information on Indigenous Services Canada's raison d'être, mandate and role is available on the [Indigenous Services Canada website](#).^{lxviii}

Information on Indigenous Services Canada's mandate letter commitments is available in [Minister Hajdu's mandate letter](#).^{lxix}

Operating context

Information on the operating context is available on the [Indigenous Services Canada website](#).^{lxx}

Reporting Frameworks

Indigenous Services Canada's approved departmental results framework and program inventory for 2023-24 are as follows. The table also references the specific government commitments that are supported by each Service Area and associated programs (see *Supporting Government Commitments* for details):

Core Responsibility: Indigenous Well-Being and Self-Determination

Well-being services support First Nations, Inuit, and Métis individuals, children and families throughout their life from childhood to elder years.

- These services are informed by the social determinants of health and are intended to fulfill the Departmental mandate to close socio-economic gaps through services that include culturally appropriate physical and mental health; safety and social wellness; and education.
- Community well-being is part of a continuum that extends to the environment and the land. These services work together to create sustainable infrastructure and environments; and economic prosperity.
- Support for governance capacity advances self-determination and enables opportunities for service transfer. Service transfer in partnership with Indigenous Peoples extends across all service areas to support Indigenous self-determination in alignment with the Departmental mandate.

Service Area: Health			Supporting Government Commitments
Departmental Results	Indicators	Program Inventory	
Indigenous Peoples are physically well	Percentage of First Nations individuals who reported being in "excellent" or "very good" health	Public Health Promotion and Disease Prevention	Truth and Reconciliation Calls to Action 3, 5, 18, 19, 20, 22, 23 Murdered and Missing Indigenous Women and Girls Calls for Justice 3.1, 3.2, 3.4, 7.2,7.4
	Percentage of Inuit adults who reported being in "excellent" or "very good" health	Home and Long-Term Care Primary Health Care	
Indigenous Peoples are mentally well	Percentage of First Nations individuals who reported "excellent" or "very good" mental health	Health Systems Support	United Nations Declaration for Indigenous Peoples Articles 3, 4, 5, 18, 19, 20, 21, 23, 24, 34 United Nations 2030 Agenda and Sustainable Development Goals 1, 2, 3, 4, 5, 10, 13, 16
	Percentage of Inuit adults who reported "excellent" or "very good" mental health	Supplementary Health Benefits Jordan's Principle and the Inuit Child First Initiative	
Indigenous Peoples have access to quality federally-funded health services	Percentage of First Nations on-reserve adults who rate the quality of health care services delivered in their community as "good" or "excellent"		
	Percentage of First Nations with an Indigenous-led plan for health service delivery		

Service Area: Children and Families			Supporting Government Commitments
Departmental Results	Indicators	Program Inventory	
Indigenous Peoples are culturally safe and socially well	Percentage of Indigenous women who report being a victim of intimate partner violence in the previous 12 months	Safety and Prevention Services Child and Family Services	Truth and Reconciliation Calls to Action 1, 2, 4, 5, 12, 20, 38, 41, 55i Murdered and Missing Indigenous Women and Girls Calls for Justice 1.8, 4.5, 4.7, 5.4, 12.1, 12.2, 12.3, 12.4, 12.6, 16.14, 16.16, 16.17, 16.18, 17.4, 17.7, 17.16,18.8 Miskotahâ 23, 62 United Nations Declaration for Indigenous Peoples Article
	Percentage of requests for overnight residence in ISC-funded shelters by women, children, and 2SLGBTQQIA+ people that are met	Income Assistance Urban Programming for Indigenous Peoples	
	Percentage of residents living on reserve who are supported through Income Assistance		
	Percentage of First Nations children on-reserve in care		

	Percentage of children in care who are placed with a family member (kinship care)		21.1, 21.2, 22.2, 23, 24.1, 24.2 United Nations 2030 Agenda and Sustainable Development Goals 1.3, 3, 5, 16
	Percentage of First Nations communities offering family support services aimed at keeping families together		
	Number of First Nations Groups, Communities and Peoples exercising their jurisdiction under the <i>Act respecting First Nations, Inuit and Métis children, youth and families</i>		
	Number of Inuit Groups, Communities and Peoples exercising their jurisdiction under the <i>Act respecting First Nations, Inuit and Métis children, youth and families</i>		
	Number of Métis Nation Groups, Communities and Peoples exercising their jurisdiction under the <i>Act respecting First Nations, Inuit and Métis children, youth and families</i>		

Service Area: Education			
Departmental Results	Indicators	Program Inventory	Supporting Government Commitments
Indigenous students are progressing in their education	Percentage of First Nations on reserve students who graduate from secondary school	Elementary and Secondary Education	Truth and Reconciliation Calls to Action
	Number of First Nations under a transformative education model	Post-Secondary Education	7, 8, 9, 10, 11, 12, 62(iii)
	Number of funded First Nations students who graduate with a post-secondary degree/diploma/certificate		Murdered and Missing Indigenous Women and Girls Calls for Justice 1.1, 2.3, 4.4, 12.11
	Number of funded Inuit students who graduate with a post-secondary degree/diploma/certificate		United Nations Declaration for Indigenous Peoples Articles 3, 5, 14, 21, 31
	Number of funded Métis Nation students who graduate with a post-		United Nations 2030 Agenda and Sustainable Development Goals 4, 7, 8, 12

	secondary degree/diploma/ certificate		
Service Area: Infrastructure and Environments			
Departmental Results	Indicators	Program Inventory	Supporting Government Commitments
Indigenous communities have sustainable land management and infrastructure	Percentage of on-reserve public water systems financially supported by Indigenous Services Canada that have low risk ratings	Community Infrastructure Communities and The Environment	Truth and Reconciliation Calls to Action 21, 74, 75
	Percentage of on-reserve public wastewater systems financially supported by Indigenous Services Canada that have low risk ratings	Emergency Management Assistance	Murdered and Missing Indigenous Women and Girls Calls for Justice 4.1, 4.6, 4.7, 16.5, 16.7
	Percentage of First Nation households living in a dwelling that contains more than one person per room		United Nations Declaration for Indigenous Peoples Articles 3, 4, 6, 7, 9, 11, 13, 12, 18, 19, 21, 23, 25, 26, 27
	Percentage of First Nations housing that is adequate as assessed and reported by First Nations		United Nations 2030 Agenda and Sustainable Development Goals 6, 8, 9, 11, 13, 23
	Percentage of on-reserve Indigenous Services Canada-funded other community infrastructure assets with a condition rating of “good” or “new”		
	Percentage of on-reserve education facilities with a condition rating of “good” or “new”		
	Percentage of on-reserve health facilities with a condition rating of “good” or “new”		
	Percentage of First Nations communities with adequate solid waste management systems		
	Percentage of high-risk contaminated sites on-reserve where remediation activities are being undertaken		

Service Area: Economic Development			
Departmental Results	Indicators	Program Inventory	Supporting Government Commitments
Indigenous communities are progressing in their business and economic growth	Percentage of the population that lived in a low income situation in the year preceding the Census	Community Economic Development	Truth and Reconciliation Calls to Action
	Employment rate of the working age population (25-64)	Indigenous Entrepreneurship and Business Development	44, 92
	Median income of the working age population (25-64)		Murdered and Missing Indigenous Women and Girls Calls for Justice 4.2 United Nations Declaration for Indigenous Peoples Articles 3, 5, 20.1, 21, 23, 29, 32 United Nations 2030 Agenda and Sustainable Development Goals 5, 8

Service Area: Governance			
Departmental Results	Indicators	Program Inventory	Supporting Government Commitments
Indigenous communities have governance capacity and support for self-determination	Number of communities certified by the First Nations Financial Management Board	Indigenous Governance and Capacity Supports	Truth and Reconciliation Calls to Action 45, 57, 92
	Percentage of First Nations adopting alternatives to the <i>Indian Act</i> election system		Murdered and Missing Indigenous Women and Girls Calls for Justice 1.2, 4.2 United Nations Declaration for Indigenous Peoples Articles 3, 4, 5, 18, 19, 20, 23, 33, 34, 57 United Nations 2030 Agenda and Sustainable Development Goals 10

Changes to the approved reporting framework since 2022-23

Structure	2023-24	2022-23	Change	Reason for change
CORE RESPONSIBILITY	Indigenous Well-Being and Self-Determination	Not applicable	New program	Note 1
PROGRAM	Public Health Promotion and Disease Prevention	Not applicable	New program	Note 2
PROGRAM	Home and Long-Term Care	Not applicable	New program	Note 3
PROGRAM	Primary Health Care	Not applicable	New program	Note 4
PROGRAM	Health Systems Support	Not applicable	New program	Note 5
PROGRAM	Safety and Prevention Services	Not applicable	New program	Note 6
PROGRAM	Child and Family Services	Not applicable	New program	Note 7
PROGRAM	Elementary and Secondary Education	Not applicable	New program	Note 8
PROGRAM	Post-Secondary Education	Not applicable	New program	Note 9
PROGRAM	Community Infrastructure	Not applicable	New program	Note 10
PROGRAM	Communities and the Environment	Not applicable	New program	Note 11
PROGRAM	Community Economic Development	Not applicable	New program	Note 12
PROGRAM	Indigenous Governance and Capacity Supports	Not applicable	New program	Note 13

Structure	2023-24	2022-23	Change	Reason for change
CORE RESPONSIBILITY	Not applicable	Services and Benefits to Individuals	Program ended	Note 1
PROGRAM	Supplementary Health Benefits	Supplementary Health Benefits	No change	Not applicable
PROGRAM	Not applicable	Clinical and Client Care	Program ended	Note 4
PROGRAM	Not applicable	Community Oral Health Services	Program ended	Note 4
PROGRAM	Not applicable	Individual Affairs	Program ended	Note 13

Structure	2023-24	2022-23	Change	Reason for change
CORE RESPONSIBILITY	Not applicable	Health and Social Services	Program ended	Note 1
PROGRAM	Jordan's Principle and the Inuit Child First Initiative	Jordan's Principle and the Inuit Child First Initiative	No change	Not applicable
PROGRAM	Not applicable	Mental Wellness	Program ended	Note 2
PROGRAM	Not applicable	Healthy Living	Program ended	Note 2

PROGRAM	Not applicable	Healthy Child Development	Program ended	Note 2
PROGRAM	Not applicable	Home and Community Care	Program ended	Note 3
PROGRAM	Not applicable	Health Human Resources	Program ended	Note 5
PROGRAM	Not applicable	Environmental Public Health	Program ended	Note 2
PROGRAM	Not applicable	Communicable Disease Control and Management	Program ended	Note 2
PROGRAM	Not applicable	Education	Program ended	Note 8 and 9
PROGRAM	Income Assistance	Income Assistance	No change	Not applicable
PROGRAM	Not applicable	Assisted Living	Program ended	Note 3
PROGRAM	Not applicable	First Nations Child and Family Services	Program ended	Note 7
PROGRAM	Not applicable	Family Violence Prevention	Program ended	Note 6
PROGRAM	Urban Programming for Indigenous Peoples	Urban Programming for Indigenous Peoples	No change	Not applicable

Structure	2023-24	2022-23	Change	Reason for change
CORE RESPONSIBILITY	Not applicable	Governance and Community Development Services	Program ended	Note 1
PROGRAM	Not applicable	Health Facilities	Program ended	Note 10
PROGRAM	Not applicable	e-Health Infostructure	Program ended	Note 4
PROGRAM	Not applicable	Health Planning, Quality Management and Systems Integration	Program ended	Note 5
PROGRAM	Not applicable	Indigenous Governance and Capacity	Program ended	Note 13
PROGRAM	Not applicable	Water and Wastewater	Program ended	Note 10
PROGRAM	Not applicable	Education Facilities	Program ended	Note 10
PROGRAM	Not applicable	Housing	Program ended	Note 10
PROGRAM	Not applicable	Other Community Infrastructure and Activities	Program ended	Note 10
PROGRAM	Emergency Management Assistance	Emergency Management Assistance	No change	Not applicable
PROGRAM	Indigenous Entrepreneurship and Economic Development	Indigenous Entrepreneurship and Business Development	No change	Not applicable

PROGRAM	Not applicable	Economic Development Capacity and Readiness	Program ended	Note 12
PROGRAM	Not applicable	Land, Natural Resources and Environmental Management	Program ended	Note 11
PROGRAM	Not applicable	Statutory, Legislative and Policy Support to First Nations Governance	Program ended	Note 13

Structure	2023-24	2022-23	Change	Reason for change
CORE RESPONSIBILITY	Not applicable	Indigenous Self-Determined Services	Program ended	Note 1
PROGRAM	Not applicable	New Fiscal Relationship	Program ended	Note 13
PROGRAM	Not applicable	British Columbia Tripartite Health Governance	Program ended	Note 5

- 1- A new Core Responsibility: Indigenous Well-Being and Self-Determination reflects the amalgamation of the four Core Responsibilities from the 2022-23 DRF: Services and Benefits to Individuals, Health and Social Services, Governance and Community Development Services, and Indigenous Self-Determined Services.
- 2- A new program Public Health Promotion and Disease Prevention reflects the amalgamation of five programs from the 2022-23 DRF: Mental Wellness, Healthy Living, Healthy Child Development, Communicable Disease Control and Management, and Environmental Public Health.
- 3- A new program Home and Long-Term Care reflects the amalgamation of two programs from the 2022-23 DRF: Assisted Living and Home and Community Care.
- 4- A new program Primary Health Care reflects the amalgamation of three programs from the 2022-23 DRF: Clinical and Client Care, e-Health Infostructure, and Community Oral Health Services.
- 5- A new program Health Systems Support reflects the amalgamation of three programs from the 2022-23 DRF: Health Planning, Quality Management and Systems Integration, Health Human Resources, and British Columbia Tripartite Health Governance.
- 6- A new program Safety and Prevention Services reflects the amalgamation of the 2022-23 DRF Family Violence Prevention program with the new Pathways Initiative.
- 7- A new program Child and Family Services reflects the amalgamation of the 2022-23 DRF program First Nations Child and Family Services with the implementation of An Act respecting First Nations, Inuit and Métis children, youth and families.
- 8- A new program Elementary and Secondary Education reflects the division of the 2022-23 DRF Education program and includes Regional Education Agreements.
- 9- A new program Post-Secondary Education reflects the division of the 2022-23 DRF Education program.
- 10- A new program Community Infrastructure reflects the amalgamation of five programs from the 2022-23 DRF: Housing, Education Facilities, Health Facilities, Other Community Infrastructure and Activities, and Water and Wastewater.
- 11- A new program Communities and the Environment includes the 2022-23 DRF Lands, Natural Resources and Environmental Management program, excluding Indian Oil and Gas.
- 12- A new program Community Economic Development reflects the amalgamation of the 2022-23 DRF Economic Development Capacity and Readiness program with Indian Oil and Gas - which was previously a part of Lands, Natural Resources and Environmental Management.
- 13- A new program Indigenous Governance Capacity Supports amalgamates four programs from the 2022-23 DRF: Indigenous Governance and Capacity, Individual Affairs, New Fiscal Relationship and Statutory, Legislative and Policy Support to First Nations Governance, and includes Transformational Approach to Indigenous Data.

Supporting information on the program inventory

Supporting information on planned expenditures, human resources, and results related to Indigenous Services Canada's program inventory is available on [GC InfoBase](#).^{lxxi}

Supplementary information tables

The following supplementary information tables are available on Indigenous Services Canada's website:

- ▶ [Details on Transfer Payment Programs](#)^{lxxii}
- ▶ [Gender-Based Analysis Plus](#)^{lxxiii}
- ▶ [United Nations 2030 Agenda and the Sustainable Development Goals](#)^{lxxiv}

Federal tax expenditures

Indigenous Services Canada's Departmental Plan does not include information on tax expenditures.

Tax expenditures are the responsibility of the Minister of Finance. The Department of Finance Canada publishes cost estimates and projections for government-wide tax expenditures each year in the [Report on Federal Tax Expenditures](#).^{lxxv} This report provides detailed information on tax expenditures, including objectives, historical background and references to related federal spending programs, as well as evaluations, research papers and gender-based analysis plus.

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Appendix: definitions

appropriation (crédit)

Any authority of Parliament to pay money out of the Consolidated Revenue Fund.

budgetary expenditures (dépenses budgétaires)

Operating and capital expenditures; transfer payments to other levels of government, organizations or individuals; and payments to Crown corporations.

core responsibility (responsabilité essentielle)

An enduring function or role performed by a department. The intentions of the department with respect to a core responsibility are reflected in one or more related departmental results that the department seeks to contribute to or influence.

Departmental Plan (plan ministériel)

A document that sets out a department's priorities, programs, expected results and associated resource requirements, covering a three-year period beginning with the year indicated in the title of the report. Departmental Plans are tabled in Parliament each spring.

departmental result (résultat ministériel)

A change that a department seeks to influence. A departmental result is often outside departments' immediate control, but it should be influenced by program-level outcomes.

departmental result indicator (indicateur de résultat ministériel)

A factor or variable that provides a valid and reliable means to measure or describe progress on a departmental result.

departmental results framework (cadre ministériel des résultats)

A framework that consists of the department's core responsibilities, departmental results and departmental result indicators.

Departmental Results Report (rapport sur les résultats ministériels)

A report on a department's actual performance in a fiscal year against its plans, priorities and expected results set out in its Departmental Plan for that year. Departmental Results Reports are usually tabled in Parliament each fall.

full-time equivalent (équivalent temps plein)

A measure of the extent to which an employee represents a full person-year charge against a departmental budget. Full-time equivalents are calculated as a ratio of assigned hours of work to scheduled hours of work. Scheduled hours of work are set out in collective agreements.

gender-based analysis plus (GBA Plus) (analyse comparative entre les sexes plus [ACS Plus])

An analytical tool used to support the development of responsive and inclusive policies, programs and other initiatives; and understand how factors such as sex, race, national and ethnic origin, Indigenous origin or identity, age, sexual orientation, socio-economic conditions, geography,

culture and disability, impact experiences and outcomes, and can affect access to and experience of government programs.

government-wide priorities (priorités pangouvernementales)

For the purpose of the 2022-23 Departmental Plan, government-wide priorities are the high-level themes outlining the Government's agenda in the 2021 Speech from the Throne: building a healthier today and tomorrow; growing a more resilient economy; bolder climate action; fighter harder for safer communities; standing up for diversity and inclusion; moving faster on the path to reconciliation and fighting for a secure, just, and equitable world.

horizontal initiative (initiative horizontale)

An initiative in which two or more federal organizations are given funding to pursue a shared outcome, often linked to a government priority.

non-budgetary expenditures (dépenses non budgétaires)

Net outlays and receipts related to loans, investments and advances, which change the composition of the financial assets of the Government of Canada.

performance (rendement)

What an organization did with its resources to achieve its results, how well those results compare to what the organization intended to achieve, and how well lessons learned have been identified.

plan (plan)

The articulation of strategic choices, which provides information on how an organization intends to achieve its priorities and associated results. Generally, a plan will explain the logic behind the strategies chosen and tend to focus on actions that lead up to the expected result.

planned spending (dépenses prévues)

For Departmental Plans and Departmental Results Reports, planned spending refers to those amounts presented in the Main Estimates.

A department is expected to be aware of the authorities that it has sought and received. The determination of planned spending is a departmental responsibility, and departments must be able to defend the expenditure and accrual numbers presented in their Departmental Plans and Departmental Results Reports.

program (programme)

Individual or groups of services, activities or combinations thereof that are managed together within a department and that focus on a specific set of outputs, outcomes or service levels.

program inventory (répertoire des programmes)

An inventory of a department's programs that describes how resources are organized to carry out the department's core responsibilities and achieve its planned results.

result (résultat)

An external consequence attributed, in part, to an organization, policy, program or initiative. Results are not within the control of a single organization, policy, program or initiative; instead, they are within the area of the organization's influence.

statutory expenditures (dépenses législatives)

Expenditures that Parliament has approved through legislation other than appropriation acts. The legislation sets out the purpose of the expenditures and the terms and conditions under which they may be made.

target (cible)

A measurable performance or success level that an organization, program or initiative plans to achieve within a specified time period. Targets can be either quantitative or qualitative.

voted expenditures (dépenses votées)

Expenditures that Parliament approves annually through an Appropriation Act. The vote wording becomes the governing conditions under which these expenditures may be made.

Endnotes

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