



# Annual General Assembly

## *Prosperity for All*



## Update on Implementation of Panel 13 Report Recommendations

### Background

Resolution 13/2020, approved at the AFN Annual General Assembly in December 2020, called for an independent review to assess and eliminate systemic gender- and sexual orientation-based discrimination within the Assembly of First Nations (AFN). The resulting Panel 13 Report, delivered at the July 2023 Annual General Assembly (AFN), provided a detailed roadmap of recommendations to help eradicate violence, bullying, and discrimination, including sexualized violence.

### Training and Capacity Building

The AFN continues to invest in training and leadership development.

A refresher session of the full-day "HR Training for Leaders: From Hire to Retirement – The Employment Lifecycle" was delivered in 2025 to support new managers and reinforce key practices.

A Request for Proposals (RFP) was issued to develop mandatory training modules to combat harassment, discrimination, and lateral violence, as directed by the Panel 13 Report. Emphasizing Indigenous-specific, trauma-informed, and culturally appropriate approaches, the RFP closed on January 31, 2025.

Following a rigorous selection process led by the Panel 13 Working Group, Tapwe Innovation was selected as the successful proponent. Tapwe Innovation has completed the Needs Assessment Report, Training Framework, and Module Outline. They are now moving forward with developing and delivering the pilot training bundles.

### Documents and Policy Modernization

A comprehensive review and revision of the AFN's full HR Policy Manual, including Health and Safety policies, is underway and slated for full implementation in 2025. The goal is to ensure all policies are legislatively compliant, culturally grounded, and written in accessible language with clear guidance for all staff.

### Health and Safety

The Workplace Health and Safety Committee (WHSC) has continued to meet monthly, conduct regular workplace inspections, and support compliance with the Canada Labour Code.

In collaboration with Employment and Social Development Canada (ESDC), the WHSC recently clarified its role with respect to psychological health and safety:

- The WHSC does not investigate individual harassment or violence incidents.
- The WHSC cannot access identifying information without consent.
- The WHSC may access aggregated or de-identified data to help identify systemic issues or workplace hazards.



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The WHSC's primary mandate is hazard prevention and monitoring, not individual case resolution.

These clarifications help define the WHSC's scope and ensure a respectful balance between safety oversight and confidentiality. The HR team remains available to support the Committee's evolving needs and ensure regulatory compliance.

#### Mental Wellness

The AFN remains committed to fostering a psychologically healthy workplace and expanding access to mental health resources for staff. As of May 1, 2025, the annual allotment for mental health professional services through Sun Life has been increased from \$500 to \$1,000 per year, enhancing support for staff seeking counselling, therapy, and related services.

In addition, as the health benefits plan renewed on July 1, 2025, with improvements such as an increase of the Healthcare Spending Account to \$500 per year, and the addition of a Lifestyle Spending Account at \$500 per year, which covers many items, including Indigenous Health Items (e.g., Traditional Healers and Elders, Traditional Medicines, Supplies for Ceremonies, etc.). These efforts are part of a broader commitment to supporting employee well-being and responding to evolving workplace needs.

#### Pay Equity

AFN has been working with a Pay Equity Consultant for over a year to identify and address gender-based pay gaps, develop a comprehensive pay equity plan, and ensure ongoing compliance with federal legislation. In June 2025, the Pay Equity Committee held an engagement session with interested staff to gather feedback on how AFN values different types of work. Throughout the summer, the Committee has continued meeting to design a job evaluation tool and will be hosting a follow-up session with participants to gather further input before finalizing the tool.

#### Conclusion

The AFN has taken meaningful steps to implement the recommendations of the Panel 13 Report and remains firmly committed to creating a safer, more equitable, and inclusive workplace. Through targeted training, policy modernization, enhanced health and safety practices, and mental wellness supports, AFN is advancing systemic change aligned with its values and responsibilities.

This work is ongoing. Continued collaboration, transparency, and accountability will be essential as the organization moves forward.