ᓴᕿᑎᑕᐅᓯᒪᔪᑦ: ᑎᓯᐱᕆ, 2024
ᐊᖏᕈᑕᐅᔪᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ: ᕕᕗᐊᕆ 12, 2025
ᕿᒥᕐᕈᐊᖅᑕᐅᕕᒃᓴᖓᑦ: ᑎᓯᐱᕆ 2025 1

ᑲᓇᑕᒥ ᐃᖃᓇᐃᔭᕐᓂᖏᓐᓂ ᐃᓱᐊᖅᓴᐃᔨᖁᑎᕗᑦ ᒪᓕᒋᐊᓕᖏᑦ

ᓄᓇᓕᑐᖃᐃᑦ ᐃᓕᖅᑯᓯᑐᖃᖏᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓯᒪᓂᖏᑦ, ᐃᓕᖅᑯᓯᑐᖃᖏᓐᓂ ᐃᑎᒐᓱᒃᐸᓂᖅ ᐊᒻᒪᓗ ᐃᓄᖁᑎᒋᔭᐅᔪᓂ ᓇᓕᐊᑐᐃᓐᓇᐃᑦ ᓇᕐᕈᓇᖅᑑᑎᑦᑕᐃᓕᒪᔭᕆᐊᖃᕐᓂᖏᑦ ᐱᐅᖏᓂᖅᓴᐅᑎᑕᐅᕙᖏᓗᑎᒃ ᐊᓯᖏᓐᓂᒃ

ᐃᖃᓇᐃᔭᕐᓂᖏᓐᓂ ᒪᓕᒋᐊᓕᖏᑦ ᐱᔾᔪᑎᓖᑦ ᖃᓄᐃᓕᐅᕈᓐᓇᕐᓂᖏᓐᓂ ᐃᓱᐊᖅᓴᐃᔩᑦ ᐱᓕᕆᕙᖕᓂᖏᓐᓂ. ᐊᑕᖕᒪᑕ ᑕᒪᒃᑯᐊ ᐊᓯᖏᓐᓄᑦ ᒪᓕᒋᐊᓕᖏᓐᓂᓗ, ᐊᑐᐊᒐᕆᔭᐅᔪᓄᓪᓗ ᒪᓕᒐᕋᓛᕆᔭᐅᔪᓄᓪᓗ ᑕᐃᑲᓂ ᓯᓚᑦᑐᖅᓴᕐᕕᖓᓂ ᑲᑐᔾᔨᖃᑎᒌᖏᓐᓂᓗ ᐃᓱᐊᖅᓴᐃᔩᑦ ᓄᓇᑦᓯᐊᕐᒥ ᓄᓇᕗᒻᒥᓗ ᑕᒪᐃᓐᓂᓗ ᒪᓕᒐᓕᕆᔭᐅᔪᓕᒫᓄᑦ ᐱᔾᔪᑎᖃᖅᑐᓂᒃ ᐃᓱᐊᖅᑕᐃᔨᐅᓂᕐᒥᒃ ᐃᖃᓇᐃᔮᖃᖅᑐᓂ.

ᓯᕗᓕᕐᒥ ᐅᖃᐅᓯᒃᓴᐃᑦ
ᐃᓄᖕᓂᒃ ᓇᕐᕈᓇᕐᓂᖅᓴᐅᑎᑦᓯᕙᓐᓂᖅ ᐅᒃᐱᕈᓱᖕᓂᐅᕙᒃᐳᖅ ᐃᓚᖏᑦ ᐃᓅᖃᑕᐅᔫᒐᐊᓗᓂ ᐊᓯᖏᑦ ᐱᐅᖏᓂᖅᓴᐅᕙᖕᓂᖏᓐᓂᒃ ᒪᓕᒃᓱᑎᒃ ᐅᕕᓂᖓᑕ ᑕᐅᑐᖏᑦ, ᓇᓂᕐᒥᐅᑕᐅᓂᖏᓐᓂᓗᓐᓂᑦ, ᐱᔾᔪᑕᐅᓕᖃᑦᑕᖅᓱᑎᒃ ᓴᕿᑎᑦᓯᕙᖕᓂᖅ ᓇᕐᕈᓇᕐᓂᖅᓴᐅᑎᑦᓯᕙᓂᖅ ᐱᐅᓯᖃᖅᑎᑦᓯᕙᓕᕐᓂᕐᒥᒃ, ᐊᒻᒪᓗ ᐊᑐᐊᒐᖃᖅᑎᑦᓯᕙᓐᓂᖅ ᐊᔪᕐᓇᕐᓂᖅᓴᐅᑎᑦᓯᕙᒃᑐᓂᒃ ᐃᓄᖕᓄᑦ ᓇᕐᕈᓇᕐᓂᖅᓴᐅᑎᑦᓯᕙᓐᓂᖕᒥᒃ ᒪᓕᒃᑐᓂᒃ ᐱᑦᓯᐊᖅᑕᐅᖏᓂᖅᓴᐅᕙᓐᓂᖏᓐᓂᒃ. ᓇᓕᖃᒌᒃᑎᑦᓯᕙᖏᓂᖅ ᓴᕿᑉᐸᒃᑐᑦ ᖃᖓᑐᐃᓐᓇᖅ ᑭᓇᑯᑐᐃᓐᓇᐃᑦ ᐃᓄᐃᑦ ᐃᑲᔪᖅᑕᐅᑦᓯᐊᕆᐊᓕᐅᒐᓗᐊᖅ ᐃᑲᔪᖅᑕᐅᔭᕆᐊᖃᕐᓂᖏᓐᓂ ᐅᕝᕙᓗᓐᓂᑦ ᓇᓕᖃᒋᔭᐅᔪᑎᑐᑦ ᐊᓯᒥᑎᑐᑦ ᐃᐱᕕᒃᓴᖃᖅᑎᑕᐅᔭᕆᐊᓕᐅᒐᓗᐊᓂᒃ ᐱᕕᒃᓴᖃᖃᑕᐅᔪᓐᓇᕐᓂᖅ. ᓇᕐᕈᓇᖅᓴᐃᕙᓐᓂᖅ ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᕙᓐᓂᕐᓗᓐᓃᑦ ᐱᐅᓯᕆᔭᐅᓕᖃᑕᕐᒪᑦ ᖃᖓᑐᐃᓐᓇᖅ ᐱᐅᓯᕆᔭᐅᓕᕈᓐᓇᕐᒪᑦ ᐃᓅᖃᑎᒌᒃᑑᒐᓕᐊᓂ ᑕᐃᒪᐃᓕᖓᑎᑦᓯᑐᐃᓐᓇᖃᑕᖅᑐᓂ ᐱᐅᓯᖃᖅᑐᓂᒃ ᐊᒻᒪᓗ ᒪᓕᒐᓕᕈᑕᐅᕙᓕᖃᑦᑕᖅᑐᓂᒃ (CIHI, 2021).

ᖃᓪᓗᓈᓂᒃ ᐊᐅᓚᑦᓯᔨᖃᓲᖑᓂᖅ ᐊᒻᒪᓗ ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᕙᓐᓂᖅ ᖃᓪᓗᓈᖑᖏᑦᑐᓂᒃ ᓱᓕ ᐊᒃᑐᐃᓂᖃᓲᖅ ᓄᓇᓕᑐᖃᐃᑦ ᐃᓄᖁᑎᖏᓐᓂᑦ1

, ᐱᔾᔪᑕᐅᓕᖃᑦᑕᖅᑐᓂᒃ ᑕᐃᒪᐃᑎᑦᓯᔪᐃᓐᓇᐅᓕᖃᑕᕐᓂᖏᓐᓂᒃ
ᓄᓇᓕᑐᑲᖁᖓᒧᓂᑦ, ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᖃᑕᐅᔫᒐᓗᐊᓂᒃ. ᑕᐃᒪᐃᓕᖓᐃᓐᓇᖅᑐᓂᒃ ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᕙᓐᓂᖅ

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ᑖᒃᑯᓇᓂ ᑎᑎᖃᓂ, “ᓄᓇᓕᑐᐃᑦ” ᐅᖃᐅᓯᖃᖅᐳᑦ ᓄᓇᓕᑐᖃᐅᔪᓂᒃ ᐊᓪᓚᓂᒃ, ᐊᓪᓚᖓᔪᓂᒃ, ᐃᓄᖕᓂᒡᓗ ᑲᓇᑕᒥ (BCCNM, 2022).

ᓴᕿᑎᑕᐅᓯᒪᔪᑦ: ᑎᓯᐱᕆ, 2024
ᐊᖏᕈᑕᐅᔪᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ: ᕕᕗᐊᕆ 12, 2025
ᕿᒥᕐᕈᐊᖅᑕᐅᕕᒃᓴᖓᑦ: ᑎᓯᐱᕆ 2025 2

ᑲᔪᓯᑎᑦᓯᑐᐃᓐᓇᖅᐳᖅ ᓇᓕᖃᒌᒃᑎᑦᓯᑕᐃᓕᒪᓂᕐᒥᒃ ᑕᐃᒪᐃᑕᕆᐊᖃᖏᑦᑕᒥᓂᒃ ᐊᐅᓚᑦᓯᓯᓂᖃᕐᓂᖅ, ᐱᔾᔪᑕᐅᕙᒃᑐᓂᒃ ᐃᓱᒪᒃᑯᑦ ᐊᒃᓱᕈᕐᓇᖅᑐᒃᑰᕈᑕᐅᓂᖏᓐᓂᒃ, ᓱᕐᕋᓇᖅᑐᓂᒡᓗ ᐊᑐᕐᓂᕐᓗᒍᑕᐅᖃᑕᕐᓂᖅ, ᐃᖕᒥᓃᖃᑕᕐᓂᕐᒧᑦ, ᐃᖕᒥᓂᒡᓗ ᓇᕐᕈᓇᖅᑑᑎᑦᓯᕙᓐᓂᖕᒥᒃ ᐃᖕᒥᓂᒃ, ᐊᒻᒪᓗ ᐃᓕᖅᑯᓯᑐᖃᕐᒥᓂᒃ ᔭᒐᐃᓯᒪᓂᕐᒥᒃ. ᑕᒪᕐᒥᒃ ᐃᓄᓕᒫᓅᑦ ᐱᖃᑕᐅᔭᕆᐊᖃᖅᑐᑦ ᐊᑭᖃᖏᑦᑐᒥᒃ, ᐃᓚᐅᑎᑕᐅᑦᓯᐊᕆᐊᓕᖕᓂᒃ ᐋᓐᓂᐊᖅᑐᓕᕆᔭᐅᔪᓐᓇᐅᑎᓂᒃ ᐊᒻᒪᓗ ᐃᓱᐊᖅᓴᐃᔨᖃᕆᐊᖃᕐᓂᖅ ᐃᒃᐱᒍᓱᑦᓯᐊᕈᓐᓇᖅᑐᓂᒃ ᐃᑲᔪᕆᐊᖃᖅᑕᒥᑕ ᐃᓱᒪᒋᔭᖏᓂᒃ, ᐱᒻᒪᕆᐅᑎᑉᐸᒃᑕᖏᓐᓂᓗ. ᓄᓇᓕᑐᖃᐃᑦ ᐃᓄᖁᑎᒋᔭᐅᔪᑦ ᐃᓱᒪᓕᐅᖅᑎᐅᕙᓐᓂᐊᕐᒪᑕ ᓇᖕᒥᓂᖅ ᐋᓐᓂᐊᖅᑐᓕᕆᓂᕐᒥᓂᒃ ᐃᓱᒪᓕᐅᕈᑎᖃᕆᐊᖃᕈᑎᒃ, ᑐᑭᓯᓚᐅᕐᓗᑎᒃ ᐋᓐᓂᐊᕈᑎᒋᔭᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐊᑐᖅᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᐃᑲᔫᑖᐅᔪᓐᓇᖅᑐᓂᒃ ᐊᔾᔨᒌᖏᑦᑑᑎᐅᔪᓐᓇᖅᑐᓂ (FNHA, 2022).

ᐱᑕᖃᕈᑕᐅᕗᑦ ᑕᒃᑯᐊ ᒪᓕᒋᐊᓖᑦ ᐱᔾᔪᑎᖃᕐᓂᕐᒧᑦ ᓴᕿᑎᑦᓯᔭᕆᐊᖃᕐᓂᖅ ᓈᒪᔪᓂᒃ ᓂᕆᐅᖕᓂᖃᕈᓐᓇᕐᓂᖅ ᖃᓄᖅ ᐃᓱᐊᖅᓴᐃᔨᖁᑎᕗᑦ ᐊᑎᓕᐅᖅᑕᐅᓯᒪᖃᑕᐅᔪᑦ ᐊᑐᓕᖅᑎᑦᓯᔪᓐᓇᕐᒪᖔᑕ ᖃᐅᔨᒪᓂᐊᕐᒪᑕ ᓄᓇᓕᑐᖃᐃᑦ ᐃᓕᖅᑯᓯᑐᖃᖏᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓯᒪᓂᖏᑦ, ᐃᓕᖅᑯᓯᑐᖃᖏᓂᓗ ᐃᑕᒍᓱᒃᐸᑉᓂᕐᒥᒃ ᐊᑐᕈᓐᓇᖁᓪᓗᒋᑦ ᐊᒻᒪᓗ ᐃᓄᖁᑎᒋᔭᐅᔪᓂ ᓇᕐᕈᓇᖅᑑᑎᑕᐅᑦᑕᐃᓕᒪᔭᕆᐊᖃᕐᓂᖏᓐᓂ ᑕᒪᐃᓐᓂᑦᓯᐊᖅ ᐃᓱᐊᖅᓴᐃᔨᑦᓯᓄᑦ ᑲᒪᒋᔭᐅᖁᔭᐅᔪᓂᒃ: ᐊᑎᓕᐅᖅᑕᐅᓯᒪᔪᓂᒃ ᐃᓱᐊᖅᓴᐃᔨᓂ (RN), ᓚᐃᓴᖃᖅᑐᓂ ᐱᔪᓐᓇᐅᑎᓂ ᐃᓱᐊᖅᓴᐃᔨ (LPN), ᐊᑎᓕᐅᖅᑕᐅᓯᒪᔪᓂ ᐃᓱᒪᓕᕆᔩᑦ ᐃᓱᐊᖅᓴᐃᔨᖏᓐᓂ (RPN) ᐊᒻᒪᓗ ᐋᓐᓂᐊᓯᐅᖅᑎᒻᒪᕆᑎᑐᑲᓴᒃ ᐃᓱᐊᖅᓴᐃᔨᒻᒪᕆᓐᓂ (NP).

ᐱᓪᓗᐊᑕᒻᒪᕆᐅᓂᖏᑦ ᐃᓱᒪᒋᔭᐅᓂᖏᓐᓂ ᐅᒃᐱᕆᔭᐅᓂᖏᓪᓗ ᐱᒻᒪᕆᐅᔪᑦ ᑕᒪᐃᓐᓄᑦ ᐃᓱᐊᖅᓴᐃᔨᓄ ᑖᒃᑯᓂᖓ:, ᐊᑎᓕᐅᖅᑕᐅᓯᒪᔪᓂ RN, ᓚᐃᓴᖃᖅᑐᓂᒃ LPN, ᐃᓱᒪᓕᕆᔨᓂ RPN, ᐊᒻᒪᓗ ᐃᓱᐊᖅᓴᐃᔨᒻᒪᕆᓐᓂ NP−ᓂ ᐊᔾᔨᒌᖏᑦᑑᑎᐅᓂᖏᓐᓂ ᐃᓱᐊᖅᓴᐃᔨᓂ

1. ᐃᖕᒥᓂ ᐅᔾᔨᕈᓱᒃᓯᒪᕙᓐᓂᖅ ᐱᐅᓯᖃᕐᓂᖅ ᐃᖃᓇᐃᔭᕐᓂᕐᒥᓂ

ᐃᓕᖅᑯᓯᑐᖃᕐᒥᓂᒃ ᑎᒍᒥᐊᖅᑐᓂᒃ ᖃᐅᔨᒪᕙᓐᓂᖅ ᓯᕗᓪᓕᕐᒥ ᐊᓪᓗᕆᐊᕈᑕᐅᕙᒃᐳᖅ ᖃᐅᔨᒪᔪᓐᓇᕐᓂᖅ ᐊᔾᔨᒌᖏᓐᓂᖏᓐᓂᒃ ᐃᓕᖅᑯᓯᕆᔭᐅᕙᒃᑐᑦ. ᐃᓕᖅᑯᓯᑐᖃᖅᑎᒍᑦ ᐃᒃᐱᒍᓱᑦᓯᐊᖃᑕᕐᓂᖅ ᐋᓐᓂᐊᖅᑐᓕᕆᔨᐅᓂᖏᓐᓂ ᐱᔾᔪᑎᖃᖅᓲᖅ ᐃᓕᑕᖅᓯᒪᕙᓐᓂᖅ ᐊᒻᒪᓗ ᐃᑲᔪᖃᑕᒃᓂᖅ ᐊᐅᓚᑦᓯᔨᐅᕕᐅᒋᔭᐅᔪᓂ ᓇᓕᖃᒌᒡᕕᐅᖏᓂᖏᓐᓂᒃ, ᑕᐃᒪᐃᓪᓕᐅᕈᓇᕐᒪᑕ ᐃᒃᐱᒍᑦᓯᐊᖃᑦᑕᕐᓂᖅ ᐃᓚᒋᔭᐅᓂᕐᒥᓂ ᐊᒻᒪᓗ ᐊᑐᓕᖅᑎᑦᓯᔨᐅᖃᑕᐅᕙᓐᓂᖅ ᐊᕙᑎᒥᒃ

ᐃᓅᓕᒫᓂᒃ ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᕙᖏᓂᕐᒥᒃ ᐊᒻᒪᓗ ᓇᕐᕈᓇᖅᑑᑎᑦᓯᕙᖏᓂᖅ ᐱᑦᓯᐊᖅᑲᑕᕐᓗᑎᒃ ᑕᒪᐃᓐᓂᒃ (FNHA, 2022) (NCNZ, 2011).

ᐃᓕᖅᑯᓯᑐᖃᖅᑎᒍᑦ ᐃᒃᐱᒍᓱᑦᓯᐊᖃᑕᕐᓂᖅ ᐊᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᓂᒃ ᐱᐅᓯᖃᕐᕕᐅᔪᓂ ᑐᑭᓕᐅᖅᑕᐅᔪᓐᓇᖅᑐᖅ

ᖃᓗᓈᖑᖏᑦᑐᓂᒃ ᓄᓇᓕᑐᖃᐃᑦ ᐋᓐᓂᐊᕕᓕᐊᖃᑕᕐᓂᖏᓐᓂᒃ, ᑐᑭᓯᓇᐅᑎᒋᖁᓪᓗᒍ. ᐃᓕᖅᑯᓯᑐᖃᕆᔭᐅᔪᓂᒃ ᐃᒃᐱᒍᓱᑦᓯᐊᖃᑕᕐᓂᖅ ᑐᑭᓕᒃ ᐱᐅᖏᑎᑦᓯᑕᐃᓕᒪᔭᕆᐊᖃᕐᓂᕐᒥᒃ, ᑕᐃᑲᓃᓐᓂᖏᓐᓂᓗ ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᓂᖏᓐᓂ

ᓴᕿᑎᑕᐅᓯᒪᔪᑦ: ᑎᓯᐱᕆ, 2024
ᐊᖏᕈᑕᐅᔪᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ: ᕕᕗᐊᕆ 12, 2025
ᕿᒥᕐᕈᐊᖅᑕᐅᕕᒃᓴᖓᑦ: ᑎᓯᐱᕆ 2025 3

ᐱᑦᓯᐊᖅᑕᐅᕙᓐᓂᖏᓐᓂᒃ, ᐃᒃᐱᒋᔭᐅᑦᓯᐊᖃᑕᕐᓗᑎᒃ. ᑕᐃᒫᒃ ᑐᑭᓯᓇᖅᑐᓂᒃ ᑐᓴᐅᒪᖃᑕᐅᑎᔪᓐᓇᑦᓯᐊᕐᓂᐊᕐᒪᑕ

ᑕᐃᒪᐃᖁᓪᓗᒋᓗ ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᑦᑕᐃᓕᒪᔭᕆᐊᖃᕐᓂᕐᒥᒃ ᐊᑐᖅᑕᐃᓕᒪᔭᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᖃᓄᐃᓕᐅᖃᑕᖁᔭᐅᓗᑎᒡᓗ ᑕᐃᒪᖓᑦ ᐃᓕᖅᑯᓯᑐᖃᕐᒥᓂᒃ ᑎᒍᒥᐊᖅᑐᓂᒃ ᐱᑦᓯᐊᖃᑕᕐᓗᑎᒃ ᐱᐅᓯᖃᕆᐊᖃᖅᐳᑦ ᐃᓱᐊᖅᓴᐃᔨᖁᑎᕗᑦ (CIHI, 2021).

ᐃᓕᖅᑯᓯᑐᖃᕐᒥᒍᑦ ᐃᑕᒍᓱᖃᑕᕐᓂᖅ ᐱᔾᔪᑎᓕᒃ ᐃᖕᒥᓂᒃ ᐅᔾᔨᖅᓱᑦᓯᐊᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᐃᓱᐊᖅᓴᐃᔨᑦ ᓇᖕᒥᓂᖅ ᐱᒻᒪᕆᐅᑎᒃᐸᒃᑕᖏᓐᓂᒃ, ᐅᒃᐱᕆᔭᖏᓐᓂᒃ ᓇᒥᓂᖅ, ᐅᒃᐱᕆᔭᖏᓐᓂᒃ, ᐊᒻᒪᓗ ᐊᑐᕈᓐᓇᖅᑕᑐᐊᕆᕙᒃᑕᒥᓂᒃ, ᐃᓱᒪᒋᔭᐅᓗᑎᒃ ᖃᓄᖅ ᑕᒪᒃᑯᐊ ᐊᒃᑐᖅᓯᓯᒪᔪᓐᓇᕐᒪᖔᑕ ᐃᑲᔪᕐᓂᖃᑦᓯᐊᕈᓐᓇᕐᓂᖏᓐᓂ ᑕᑰᑎᕙᓐᓂᖏᓐᓂᒃ ᓄᓇᓕᑐᖃᕐᓂᒃ ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᓂᒃ. ᐊᑐᖁᔨᓂᐅᕗᑦ ᐃᒃᐱᒍᓱᑦᓯᐊᖃᑕᖁᔨᓂᖅ, ᒪᑐᐃᖓᑦᓯᐊᖅᑐᓂᒃ ᑐᑭᓯᐅᒪᖃᑕᐅᑎᔪᓐᓇᕐᓂᖏᓐᓂᒃ, ᑲᑐᔾᔨᖃᑎᒌᒎᓐᓇᕐᓂᖏᓐᓂᒃ ᐱᓇᓱᐊᖃᑎᒌᓐᓂᒃᑯᑦ ᑕᒪᐃᓐᓂᓗ ᐃᓱᒪᓕᐅᖅᑎᐅᖃᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ (BCCNM, 2022).

ᐅᒃᐱᕆᔭᐅᓂᖏᑦ ᐱᒻᒪᕆᐅᔪᑦ:

1.1 ᐃᓱᒪᒃᓴᖅᓯᐅᕈᑎᖃᓲᖑᓂᖅ, ᐃᓕᑕᖅᓯᖃᑕᕈᓐᓇᕐᓂᖅ, ᐊᑐᖅᑕᐃᓕᒪᕙᓐᓂᖅ ᐊᔾᔨᒌᒃᑐᐃᓇᐅᑎᑦᓯᕙᓐᓂᖅ ᐅᕝᕙᓗᓐᓂᑦ ᐃᓱᒪᖃᑲᐅᑎᒋᓲᖑᓂᖅ ᑕᐃᒫᑦᓴᐃᓐᓈᓗᒃ ᖃᓄᐃᑐᐊᓘᕙᓂᖏᓐᓂᒃ ᓄᓇᓕᑐᖃᐃᑦ
ᐃᓄᖁᑎᓕᒫᖏᑦ (BCCNM, 2022).

1.2 ᐃᓕᓐᓂᐊᖅᑎᑕᐅᕙᓐᓂᖏᑦ ᐃᓱᐊᖅᓴᐃᔩᑦ ᐊᔾᔨᒌᖏᑑᑎᐅᔪᓐᓇᕐᓂᖏᓐᓂ ᐃᓕᖅᑯᓯᑐᖃᕐᒥᒍᑦ ᐊᒻᒪᓗ ᖃᓄᖅ ᐃᓄᐃᑦ ᐊᓯᖏᑦ ᐊᔾᔨᒋᖏᑦᑐᓐᓇᓱᖑᒪᖔᑕ ᖃᓄᑐᐃᓐᓇᖅ ᐊᓯᒥᓄᑕᐅᖅ (NCNZ, 2011).

1.3 ᐃᓱᒪᑦᓴᖅᓯᐅᕈᑕᐅᕙᒡᓗᑎᒃ ᖃᓄᖅ ᑖᑦᓱᒪᑐᐊᑉ/ᑖᒃᑯᐊᑐᐊᓗᓐᓃᑦ ᐊᑐᕈᓐᓇᖅᑕᑐᐊᕆᕙᒃᑕᖏᓐᓂᒃ, ᐱᔪᓐᓇᐅᑎᖃᕐᓂᖏᓐᓄᑦ ᑕᐃᒪᐃᓕᖓᔪᓐᓇᕐᓂᖏᓐᓂᒃ, ᐊᔾᔨᒌᖏᑑᑎᑦᓯᕙᐅᔪᓇᖅᑐᓂᒃ, ᐅᒃᐱᕆᔭᖏᓐᓂᓗ, ᐱᐅᓯᕆᔭᐅᕙᒃᑐᓂᒃ, ᓴᖏᓂᖃᕐᕕᒋᔭᖏᓐᓂᓗ ᖃᓄᖅ ᐊᒃᑐᐃᓂᖃᕈᓐᓇᕐᒪᖔᑕ ᐃᑲᔫᑕᐅᔭᖅᑐᖅᓯᒪᔪᓂᒃ ᐊᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᓂᒃ ᓄᓇᓕᑐᖃᐅᔪᑦ ᐃᓄᖁᑎᖏᓐᓂᒃ. ᐊᑐᖁᔨᓕᕈᓐᓇᕐᒪᑕ ᓇᖕᒥᓂᖅ ᐃᖕᒥᓂᒃ ᐅᔾᔨᖅᓱᑦᓯᐊᖃᑕᕐᓗᑎᒃ, ᐃᖕᒥᓂᒃ ᖃᐅᔨᓴᑦᓯᐊᖃᑕᕐᓗᑎᒃ, ᐊᒻᒪᓗ ᐃᓕᖅᑯᓯᑐᖃᕐᒥᓂᒃ ᖃᐅᔨᒪᖃᑕᕐᓗᑎᒃ ᐃᖕᒥᓂᒃ ᑕᑯᔭᐅᕙᓐᓂᖏᓐᓂ ᐃᓕᖅᑯᓯᑐᖃᕐᒥᓂᒃ ᓱᓕ ᐊᑐᖅᐸᒃᑐᑦ ᐱᑦᓯᐊᖅᑕᐅᖃᑕᕆᐊᖃᕐᓂᖏᓐᓂᒃ

ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᑦ (BCCNM, 2022).

1.4 ᐱᓕᕆᕙᒡᓗᑎᒃ ᑐᖓᕕᓕᐊᕆᔭᐅᓯᒪᔪᑦ ᒪᓕᒃᑐᓂᒃ ᐃᓚᐅᑎᑦᓯᕙᒃᑐᓂᒃ ᓄᓇᓕᑐᖃᐃᑦ ᐃᓄᖁᑎᖏᓐᓂᒃ ᖃᐅᔨᓴᖅᑕᐅᓂᐊᕐᓂᖏᓐᓂ, ᐸᕐᓇᐃᓂᐊᕐᓂᖏᓐᓂ ᐊᒻᒪᓗ ᐃᑲᔪᖅᑕᐅᓂᐊᓕᖅᑎᓪᓗᒋᑦ ᐱᔨᑦᓯᕋᐅᑎᒃᑯᑦ,

ᓴᕿᑎᑕᐅᓯᒪᔪᑦ: ᑎᓯᐱᕆ, 2024
ᐊᖏᕈᑕᐅᔪᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ: ᕕᕗᐊᕆ 12, 2025
ᕿᒥᕐᕈᐊᖅᑕᐅᕕᒃᓴᖓᑦ: ᑎᓯᐱᕆ 2025 4

ᑲᒪᑦᓯᐊᕐᓗᑎᒃ ᐃᓕᖅᑯᓯᑐᖃᕆᔭᖏᑦ ᐃᒃᐱᒋᔭᐅᑦᓯᐊᕆᐊᖃᕐᓂᖏᓐᓂ ᐊᒻᒪᓗ ᐃᓚᒋᔭᐅᑦᓯᐊᖃᕐᓗᑎᒃ ᑲᒪᒋᔭᐅᕙᓪᓕᐊᓂᖏᓐᓂ (NCNZ, 2011).

1.5 ᑐᑭᓯᓂᐊᖃᑦᑕᕐᓗᑎᒃ ᑐᓴᕐᕕᖃᕈᒪᓲᖑᓗᑎᒡᓗ ᓇᖕᒥᓂᖅ ᐱᐅᓯᕆᕙᒃᑕᖏᓐᓂᒃ ᐱᔾᔪᑎᖃᕐᓂᖏᓐᓂ ᓄᓇᓕᑐᖃᐃᑦ ᐃᓄᖁᑎᖏᓐᓂ (BCCNM, 2022).

2. ᐊᑐᖁᔨᕙᓂᖅ ᐃᓕᓐᓂᐊᖅᓯᒪᖁᔨᓂᕐᒥᒃ ᑕᒪᒃᑯᓂᖓ

ᐃᓱᐊᖅᓴᐃᔩᑦ ᐱᐅᓯᒋᐊᖅᑎᑦᓯᓂᐊᖅᑐᑦ ᐊᔪᖏᓂᖏᓐᓂᒃ ᑲᒪᔨᐅᑦᓯᐊᕈᓐᓇᕐᓂᖅ ᐃᒃᐱᒍᓱᑦᓯᐊᖃᑦᑕᖅᑐᓂᒃ ᐃᓄᓂᒃ ᓄᓇᓕᑐᖃᐅᔪᓂᒃ ᐊᑐᖃᑕᕐᓗᑎᒃ ᑲᔪᓰᓐᓇᖅᑐᒥᒃ ᐃᓕᓐᓂᐊᖅᓯᒪᕙᓐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐃᖕᒥᓂᒃ ᐅᔾᔨᖅᕈᓱᐃᓐᓇᖃᑕᕐᓂᕐᒥᒃ, ᑐᑭᓯᒪᐅᒋᐊᖃᑕᕐᓗᑎᒃ ᑕᐃᓱᒪᓂᐊᓗᖕᒥᒃ ᐱᔾᔪᑕᐅᖃᑦᑕᖅᓯᒪᔪᓂᒃ, ᐊᑐᓕᖁᔨᓂᕐᒥᒡᓗ ᐱᑦᓯᐊᖃᑕᖁᓂᕐᒥᒃ ᐱᓕᕆᖃᑎᒌᒎᓐᓇᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐃᓚᐅᑎᑦᓯᕙᓐᓂᖅ ᐊᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᓂᒃ ᐃᓱᒪᓕᖅᑎᐅᖃᑕᐅᔭᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᐊᑐᕈᓐᓇᕐᓂᖏᓐᓂᒃ (BCCNM, 2022).

ᐅᒃᐱᕆᔭᐅᓂᖏᑦ ᐱᒻᒪᕆᐅᔪᑦ:

2.1 ᐃᓕᓐᓂᐊᖃᑦᑕᕐᓂᖅ ᓄᓇᓕᑐᖃᐃᑦ ᓄᓇᓕᖏᓐᓂᒃ ᓇᓃᓐᓂᖏᓐᓂᓗ ᐱᓕᕆᕕᒋᕙᑦᑕᖏᓐᓂ, ᐃᓕᑕᖅᓯᔪᓐᓇᕐᓗᑎᒃ ᐅᖃᐅᓯᑐᖃᖏᓐᓂᒃ, ᖃᓄᐃᓕᐅᖅᑕᐅᕙᓚᐅᕐᓂᖏᓐᓂᓗ, ᐱᐅᓯᑐᖃᕐᓂᒃ
ᑲᔪᓯᑎᑕᐅᓯᒪᔪᓂᒃ, ᐃᓕᖅᑯᓯᑐᖃᖏᓐᓂᒃ ᐱᐅᓯᕆᔭᐅᓂᖏᑦ, ᐱᐅᓯᕆᔭᐅᓂᖏᓪᓗ ᖃᐅᒪᔭᑐᖃᖏᓐᓂ ᐊᔾᔨᒌᖏᑦᑐᓐᓇᕐᓂᖏᓐᓂ ᐊᔾᔨᒋᖏᑦᑑᑎᐅᔪᓂ ᓄᓇᓕᑐᖃᐃᑦ ᓄᓇᓕᖏᓐᓂ (BCCNM, 2022).

2.2 ᐃᓕᑕᖅᓯᕙᓐᓂᖅ ᐃᖕᒥᓂᒃ ᐃᓅᓯᓕᒫᒥ ᐃᓕᓐᓂᐊᖅᐸᓪᓕᐊᖃᑕᐃᓐᓇᕐᓂᑦᓯᓐᓂᒃ ᐱᔾᔪᑎᖃᖅᑐᓂᒃ ᐊᓯᑎᓐᓄᑦ ᐊᑐᖅᑕᐅᓯᒪᓂᑰᔪᓂᒃ ᑐᑭᓯᕙᓪᓕᐅᖃᑕᐅᔪᓐᓇᕐᓂᖅ (FNHA, 2022).

2.3 ᐱᒋᐊᖅᑎᑦᓯᕙᓐᓂᖅ ᑲᔪᓯᔪᓂᒃ ᐃᓕᓐᓂᐊᕈᑎᒃᓴᓂᒃ ᓄᓇᓕᑐᖃᕐᓂᒃ ᐋᓐᓂᐊᖅᑐᓕᕆᔪᓐᓇᕐᓂᕐᒥᒃ, ᐱᔾᔪᑕᐅᕙᓐᓂᖏᓐᓂᓗ ᐋᓐᓂᐊᕈᑕᐅᓕᕈᓐᓇᓱᖑᔪᓂᒃ, ᐃᓕᖅᑯᓯᑐᖃᖏᓪᓗ ᐃᒃᐱᒋᔭᐅᓗᑎᒃ ᐱᑦᓯᐊᖅᑕᐅᖃᑕᕐᓂᖏᓐᓂᒃ, ᐃᓕᖅᑯᓯᑐᖃᖏᓐᓂᒃ ᐃᑕᒋᔭᐅᕙᓐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᑦᑕᐃᓕᒪᕙᖕᓂᖏᓐᓂᒃ ᐊᓯᖏᓐᓂᒃ ᐃᓅᖃᑕᐅᒻᒥᔪᓂᒃ (BCCNM, 2022).

2.4 ᑐᑭᓯᐅᒪᓂᖅ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᓐᓇᕐᓂᖏᓐᓂ ᑕᐃᓱᒪᓂᓂᒃ, ᒐᕙᒪᐅᕙᓚᐅᖅᑐᓄᑦ, ᐃᓅᖃᑎᒌᖕᓂᖏᓐᓂ, ᐃᖃᓇᐃᔭᕈᓐᓇᕐᓂᖏᓐᓂ, ᐃᒡᓗᓕᕆᓂᒃᑯᑦ, ᐃᓕᓐᓂᐊᖅᑐᓕᕆᓂᒃᑯᑦ, ᐊᕐᓇᐅᓂᖏᓐᓄᑦ/ᐊᖑᑕᐅᓂᖏᓐᓄᑦ

ᓴᕿᑎᑕᐅᓯᒪᔪᑦ: ᑎᓯᐱᕆ, 2024
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ᕿᒥᕐᕈᐊᖅᑕᐅᕕᒃᓴᖓᑦ: ᑎᓯᐱᕆ 2025 5

ᐊᒻᒪᓗ ᑲᔪᓰᓐᓇᖅᑐᒥᒃ ᐊᒃᑐᖅᑕᐅᓯᒪᓂᖏᓐᓄᑦ ᖃᓪᓗᓈᓄᑦ ᐊᐅᓚᑕᐅᒐᓱᒃᓯᒪᓂᖏᓐᓂ ᓄᓇᓕᑐᖃᐃᑦ
ᐃᓄᖁᑎᖏᑦ ᐊᒻᒪᓗ ᖃᓄᖅ ᐱᒻᒪᕆᐅᔪᓂᒃ ᐃᒃᐱᔭᐅᔪᓐᓇᕐᒪᖔᑕ ᐃᓱᒪᖃᕐᕕᒋᔭᖏᑦ
ᐋᓐᓂᐊᖅᑐᓕᕆᔭᐅᓂᖏᓐᓂ (NCNZ, 2011).

2.5 ᐃᓕᓐᓂᐊᖅᓯᒪᓗᑎᒃ ᐱᐅᖏᑦᑐᒥᒃ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᓐᓇᕐᓂᖏᑦ ᓄᓇᓕᑐᖃᐃᑦ ᐃᓄᖁᑎᖏᑦ ᐊᔾᔨᒌᖏᑦᑐᖅ ᓇᕐᕈᓇᖅᑑᑎᑕᐅᕙᓐᓂᖏᓐᓂᒃ ᐃᑲᔪᖅᑕᐅᔭᖅᑐᖅᓯᒪᔪᓂᒃ ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᓂᖏᓐᓂ, ᐊᒻᒪᓗ
ᓈᒻᒪᖏᒃᑐᓂᒃ ᐊᖏᓂᖅᓴᐅᕙᒃᑐᓂᒃ ᐊᒃᑐᖅᑕᐅᓯᒪᕙᖕᓂᖏᓐᓄᑦ ᓄᓇᓕᑐᖃᐃᑦ ᐊᕐᓇᐃᑦ, ᓂᕕᐊᖅᓯᐊᓪᓗ ᑕᐃᑯᐊᓗ ᐃᓚᒋᔭᐅᕙᓐᓂᖏᑦ ᐊᕐᓇᐃᑦ ᐊᕐᓇᓃᓲᑦ, ᑖᒃᑯᓇᓂᓗ 2SLGBTQI+ ᑯᓐᓂ (BCCNM, 2022).

3. ᐃᓄᓕᒫᓂ ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᕙᓐᓂᕐᒥᒃ ᓇᕐᕈᓇᖅᑑᑎᑦᓯᕙᓐᓂᕐᒥᒡᓗᓐᓃᑦ ᐊᑭᕋᖅᑐᖃᑦᑕᕐᓂᖅ ᐱᐅᓯᖃᓲᖑᔪᓂᒃ ᑕᐃᒪᓕᐅᖃᑕᖅᑐᓂᒃ ᖃᓪᓗᓈᖑᖏᑦᑐᓂᒃ ᐊᑐᖅᑕᐅᑕᐃᓕᒪᑎᑦᓯᕙᓪᓗᑎᒃ ᐃᓱᐊᖅᓴᐃᔨᓂᒃ

ᑕᒪᐃᓐᓂ ᐃᓘᓐᓇᖏᑦ ᐃᓱᐊᖅᓴᐃᔨᖁᑎᕗᑦ ᐱᓂᐊᕐᓂᖃᕆᐊᓖᑦ ᐊᑐᖃᑕᕆᐊᖃᕐᓂᖅ ᐱᑦᓯᐊᔪᓇᒋᐊᖃᕐᓂᕐᒥᒃ ᐃᖃᓇᐃᔭᕐᕕᒻᒥᓂ ᑐᖓᓇᖃᑕᕐᓗᑎᒃ ᐊᔾᔨᒌᖏᑦᑑᑎᐅᔪᓄᑦ ᐃᓄᖁᑎᒋᔭᐅᔪᓄᑦ ᐅᔾᔨᖅᑐᑦᓯᐊᕐᓗᑎᒃ ᓇᓕᖃᒌᑐᒥᒃ ᑕᒪᐃᓐᓂᒃ ᐊᔾᔨᒌᒃᑐᐃᓐᓇᐅᑎᑦᓯᕙᒡᓗᑎᒃ ᐃᓚᐃᓈᖃᑕᖏᑦᑐᒥᒃ, ᑕᐃᒫᒃ ᓇᓕᖃᒌᒃᑐᓂᒃ ᐃᓱᒪᓕᐅᖅᑎᐅᖃᑕᐅᖃᑕᕈᓐᓇᕐᓂᐊᕐᒪᑕ ᓄᓇᓕᑐᖃᐃᑦ ᐃᓄᖁᑎᖏᑦ ᐊᒻᒪᓗ ᐊᑐᓕᖅᑎᑦᔨᐅᕙᓪᓕᐊᖃᑦᑕᕐᓗᑎᒃ ᐃᓱᐊᖅᓴᐃᔩᑦ ᐱᑲᔪᖅᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂ ᐋᓐᓂᐊᕈᑎᒋᔭᒥᓂᒃ ᑕᑯᔭᐅᔭᖅᑐᖅᓯᒪᓂᖏᓐᓂ. ᐃᓕᑕᖅᓯᕙᓐᓂᐊᕐᒪᑕ ᐱᔪᓐᓇᐅᑎᖃᖅᑐᐃᓐᓇᐅᓂᖏᓐᓂᒃ ᓇᓕᖃᒌᔭᐅᑦᓯᐊᖅᑐᓂᒃ ᐃᑲᔪᖅᑕᐅᖃᑕᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᓇᕐᕈᓇᖅᑑᑎᑕᐃᔭᕆᐊᖃᖏᓂᖏᓐᓂᒃ ᐱᐅᖏᓂᖅᓴᐅᑎᑕᐅᕙᖏᓪᓗᑎᒃ, ᑭᓇᒃᑰᒐᓗᐊᕈᑎᒃ, ᑲᒪᔨᐅᖃᑕᐅᓗᑎᒡᓗ ᐃᓱᐊᖅᓴᐃᔩᑦ ᑕᐃᒪᐃᓕᐅᖃᑕᕐᓂᕐᒥᒃ ᐊᑐᖅᑕᐃᓕᒪᑎᑦᓯᔭᕆᐊᖃᕐᓂᖏᓐᓂᕐ ᐊᓐᓂᐊᕐᕕᓕᐊᖅᓯᔪᓂᒃ, ᐃᑲᔪᖅᑕᐅᔭᖅᑐᖅᓯᒪᔪᓂᓗ (FNHA, 2021).

ᐅᒃᐱᕆᔭᐅᓂᖏᑦ ᐱᒻᒪᕆᐅᔪᑦ:

ᖃᓄᐃᓕᐅᕆᐅᑲᐅᑎᒋᕙᒡᓗᑎᒃ ᑕᑯᔭᕌᖓᒥᒃ ᖃᐅᔨᒍᓂᓗᓐᓃᑦ ᑭᓇᑐᐃᓐᓇᕐᒥᒃ ᐱᐅᓯᕐᒥᒃ ᐊᑐᖅᑐᒥᒃ ᓄᓇᓕᑐᖃᐅᔪᓂᒃ ᓇᕐᕈᓇᖅᑑᑎᑦᓯᕙᓐᓂᕐᒥᒃ, ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᕙᑦᑐᓂᓗᓐᓂᑦ

3.1 ᖃᓄᑐᐃᓐᓇᖅ ᐱᓕᕆᔪᖃᖅᐸᑦ ᑕᐃᒪᖓᑦ ᐱᐅᓯᖃᕐᓂᕐᒥᒃ ᐋᓐᓂᖅᑐᐃᕙᓐᓂᕐᒥᒃ, ᐅᖃᐅᓯᒃᑯᑦ ᐃᓱᒪᒃᑯᓪᓗᓐᓃᑦ ᐋᓐᓂᖅᑐᐃᕙᓐᓂᕐᒥᒃ, ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᕙᓐᓂᕐᒥᒃ ᖃᓗᓈᖑᖏᑦᑐᓂᒃ, ᐸᒡᕕᓴᖃᑦᑕᓂᕐᒥᒃ,
ᐊᒻᒪᓗ/ᐅᕙᓗᓐᓃᑦ ᑲᑉᐱᐊᓵᕆᕙᓐᓂᕐᒥᒃ ᐋᓐᓂᖅᓯᔪᒪᓂᕐᒧᑦ ᐃᓱᒪᒃᑯᑦ ᑎᒥᒃᑯᓪᓗᓐᓂᑦ, ᑕᐃᒪᐃᓕᐅᖅᑐᖃᕈᓐᓇᖅᑎᑦᓯᓯᖏᓐᓇᑦᑕ. ᐃᓱᐊᖅᓴᐃᔩᑦ ᑕᒪᐃᓐᓂᒃ ᐃᑲᔪᖅᓱᐃᖃᑕᐅᑎᕙᓐᓂᐊᖅᑐᑦ

ᓴᕿᑎᑕᐅᓯᒪᔪᑦ: ᑎᓯᐱᕆ, 2024
ᐊᖏᕈᑕᐅᔪᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ: ᕕᕗᐊᕆ 12, 2025
ᕿᒥᕐᕈᐊᖅᑕᐅᕕᒃᓴᖓᑦ: ᑎᓯᐱᕆ 2025 6

ᐃᖃᓇᐃᔮᖃᑎᒥᓂᒃ ᐊᒻᒪᓗ ᐱᓕᕆᕕᖏᓂ ᐊᓯᔾᔩᕙᓪᓕᐊᓂᖏᓐᓂ ᐱᑦᓯᐊᖃᑕᖏᓂᕐᒥᒃ ᐃᓇᖏᖅᑕᐅᒡᓗᑎᒃ ᑕᐃᒪᐃᓕᐅᖃᑕᕐᓂᖏᑦ ᐱᐅᓯᖃᕆᔭᐅᔪᓂᒃᒃ, ᐊᑐᖃᑕᕐᓂᕐᒧᑦ ᐱᑦᓯᐊᖃᑕᕐᓂᕐᒥᒃ (FNHA, 2021) (BCCNM,
2022).

3.2 ᐊᑐᓕᖅᑎᑦᓯᕙᓪᓕᐊᓂᖅ ᐱᑦᓯᐊᔪᓴᐃᓐᓇᖃᑕᕐᓂᕐᒥᒃ ᐱᐅᓯᖃᕐᓂᕐᒥᒃ ᐃᖃᓇᐃᔭᕐᓂᕐᒥᓂ ᐃᑲᔪᕐᓗᑎᒃ

ᑕᑯᔭᐅᕙᖅᑐᖅᓯᒪᔪᑦ, ᐃᖃᓇᐃᔭᖃᑎᒥᓂᒡᓗᓐᓃᑦ, ᐃᓄᖕᓂᓗ ᓇᕐᕈᓇᖅᑑᑎᑕᐅᕋᑖᖅᑐᑦ
ᐱᑦᓯᐊᖅᑕᐅᖏᓂᖏᓐᓂ, ᐱᐅᖏᓐᓂᖅᓴᐅᑎᑕᐅᓂᖏᓐᓂ ᐃᑲᔪᖃᑕᕐᓗᑎᒃ. ᐊᑐᓕᖅᑎᑦᓯᕙᓪᓕᐊᓗᑎᒃ ᐅᔾᔨᖅᑐᑦᓯᐊᖃᑕᕆᐊᖃᕐᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐊᑐᓕᖁᔨᓂᖅ ᒪᑐᐃᖓᔪᓂᒃ ᐅᖃᐅᓯᐅᖃᑕᖁᔨᓂᖅ

ᐱᔫᒥᓴᐅᕙᓪᓗᑎᒃ ᖃᓄᖅᑑᕈᑕᐅᒋᐊᑲᓂᕈᓐᓇᕐᓂᖏᓐᓂ, ᐊᑲᐅᖏᓕᐅᕈᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᓗ, ᐱᐅᓯᖃᖅᑎᑦᓯᓯᓂᒃᑯᑦ ᒪᑐᐃᖓᔪᒥᒃ ᓱᓕᔫᔪᓐᓇᕐᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐱᑦᓯᐊᖃᑕᕐᓂᕐᒥᒃ
ᑐᑭᓯᖃᑕᐅᑎᓇᓱᒍᓐᓇᕐᓂᕐᒥᒃ ᐊᑐᕐᓗᑎᒃ (FNHA, 2021) (BCCNM 2022).

3.3 ᑲᑐᔾᔨᖃᑎᒌᑦ ᓯᓚᑦᑐᖅᓴᕐᕕᖓᓂ CANNN−ᑯᑦ ᐊᑐᓕᖁᔨᓲᖑᕗᖅ ᐱᑦᓯᐊᖃᑕᕐᓂᕐᒥᒃ ᐃᖃᓇᐃᔭᕐᕕᖃᖅᑎᑦᓯᓂᕐᒥᒃ ᑐᕌᖓᔪᓂᒃ ᐃᓄᖕᓂᒃ ᐊᑐᑐᓂ ᑲᒪᔨᐅᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᑲᑐᔾᔨᖃᑎᒌᒡᓗᑎᒃ ᐱᓕᕆᖃᑎᒌᒋᐊᖃᕐᓂᖏᓐᓂᒃ ᐃᓕᑕᖅᓯᕙᓪᓗᑎᒃ ᓇᕐᕈᓇᖅᑑᑎᑦᓯᑦᑕᐃᓕᒪᓂᕐᒥᒃ
ᐱᐅᖏᓂᖅᓴᐅᔪᖃᖏᓂᖏᒥᕐᒃ ᐅᖃᐅᓯᐅᕙᑦᑐᓂᒃ, ᐊᑐᓕᖅᑎᑦᓯᕙᓪᓕᐊᖃᑕᐅᔪᓂᒃ
ᐅᓂᒃᑳᑦᓯᐊᖃᑕᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᑭᐅᖁᔭᐅᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐱᕈᖅᓴᐃᕙᓐᓂᕐᒥᒃ ᐱᑦᓯᐊᖃᑕᐅᑎᔪᓐᓇᕐᓂᕐᒥᒃ ᐱᐅᓯᖃᖁᔨᓂᖅ ᐃᖃᓇᐃᔭᖃᑎᒌᒃᑐᓂ (ᐅᑯᓇᖔᖅᑐᖅ FNHA, 2021).

4. ᐋᕿᐅᒪᑎᑦᓯᕙᓪᓕᐊᓂᖅ ᐃᓕᖅᑯᓯᖃᕐᓂᖏᓐᓂᒃ ᐱᓕᕆᖃᑎᒌᑦᓯᐊᕈᓐᓇᕐᓂᕐᒥᒃ−ᑐᖓᕕᓕᓐᓂᒃ ᐱᐅᓯᒋᐊᕈᑕᐅᓂᐊᖅᑐᓂᒃ ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᑦ ᐅᓗᕆᐊᓇᖅᑐᒦᑎᑦᑕᐅᑦᑕᐃᓕᓗᑎᒃ

ᑕᐃᒪᓐᓂᒃ ᐃᓘᓇᖏᑦ ᐃᓱᐊᖅᓴᐃᔩᑦ ᓂᕆᐅᒋᔭᐅᕗᑦ ᐃᓂᓚᖓᐃᓯᒪᔭᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᐅᓗᕆᐊᓇᖅᑐᖃᕐᕕᐅᖏᑦᑐᓂᒃ ᐊᕙᑎᖃᖅᑎᑦᓯᕙᓐᓂᖅ ᐊᒻᒪᓗ ᐱᓕᕆᖃᑎᖃᑦᓯᐊᖃᑕᕐᓂᖅ ᓄᓇᓕᑐᖃᐃᑦ ᐃᓄᖁᑎᖏᓐᓂ ᐊᓐᓂᐊᕐᕕᓐᓂ ᐃᓄᓕᕆᔨᒃᑯᓐᓂᓗ ᑕᑯᔭᖅᑐᖅᓯᒪᓴᔪᓂ ᐊᑐᕐᓗᑎᒃ ᐱᓕᕆᖃᑎᒌᑦᓯᐊᕈᓐᓇᕐᓂᕐᒥᒃ−ᑐᖓᕕᓕᖕᓂᒃ ᑲᒪᔨᐅᕙᓐᓂᐊᖅᑐᓂᒃ. ᑕᐃᒪᐃᓕᖓᔪᓂᒃ ᐃᓱᒪᖃᑦᓴᐃᑎᒋᓂᒃᑯᑦ ᖃᓄᖅᑑᕈᑕᐅᑦᓯᐊᕈᓐᓇᖅᐳᖅ ᐊᓐᓂᐊᕈᑎᖃᖅᑐᑦ ᐃᑲᔪᖅᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂ ᐊᒻᒪᓗ ᐃᓕᖅᑯᓯᕐᒥᒍᑦ ᖃᓄᐃᖏᓂᖅᓴᐅᔪᓐᕼᕐᓂᖅ, ᐃᓕᑕᕆᔭᐅᕙᒃᑯᑎᒃ ᓇᒡᓕᖕᓂᖃᕐᓂᕐᒥᒃ ᐱᓕᕆᖃᑎᖃᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᒪᒥᓴᕐᕕᐅᔪᓐᓇᕐᓂᖏᓐᓂ ᑕᑯᓂᐊᖅᑕᐅᕝᕕᖏᓐᓂ. ᐱᔫᒥᓴᐅᑕᐅᕙᒃᐳᑦ ᑕᒪᒃᑯᐊ ᐃᓕᖅᑯᓯᑐᖃᕐᒥᒍᑦ ᐅᓗᕆᐊᓇᕐᓂᕐᒦᑎᑕᐅᑦᑕᐃᓕᒪᔪᓐᓇᕐᓂᖅ, ᐃᑕᒍᓱᓐᓂᕐᒥᒃ ᐊᑐᕈᓐᓇᕐᓂᕐᒥᒃ ᐊᒻᒪᓗ ᐃᒃᐱᒋᔭᐅᑦᓯᐊᖃᑦᑕᕐᓗᑎᒃ ᑕᒪᒃᑯᐊ

ᓴᕿᑎᑕᐅᓯᒪᔪᑦ: ᑎᓯᐱᕆ, 2024
ᐊᖏᕈᑕᐅᔪᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ: ᕕᕗᐊᕆ 12, 2025
ᕿᒥᕐᕈᐊᖅᑕᐅᕕᒃᓴᖓᑦ: ᑎᓯᐱᕆ 2025 7

ᐅᒃᐱᕆᔭᐅᓂᖏᑦ ᐱᒻᒪᕆᐅᔪᑦ ᐱᐅᓯᖃᕈᑕᐅᓂᐊᕐᒪᑕ ᑕᐃᒪᐃᓕᖓᔪᓂᒃ ᐊᑐᖅᑕᐅᖃᑕᐃᓐᓇᕐᓗᑎᒃ ((ᐅᑯᓇᖔᖅᑐᖅ FNHA, 2022).

ᐅᒃᐱᕆᔭᐅᓂᖏᑦ ᐱᒻᒪᕆᐅᔪᑦ:

4.1 ᓴᕿᐅᒪᑎᑦᓯᕙᓐᓂᖅ ᐱᑦᓯᐊᖃᑕᕐᓂᕐᒥᒃ, ᑐᑭᓯᐅᒪᑦᓯᐊᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᖃᐃᓯᒪᔪᓂᒃ ᐃᑲᔪᖅᑕᐅᔭᖅᑐᖅᓯᒪᔪᓂ. ᐊᑐᖃᑕᕐᓗᑎᒃ ᑐᑭᓯᑦᓯᐊᕈᒪᓂᕐᒧᑦ ᓈᓚᒍᓐᓇᕐᓂᕐᒥᒃ. ᑕᒪᐃᓐᓂ ᑕᑯᔭᐅᔪᓂᒃ ᐃᑕᒍᓱᐃᖃᑕᐃᓐᓇᕐᓗᑎᒃ, ᓇᒡᓕᖃᕐᓂᕐᒥᒃ, ᒪᑐᐃᖓᓂᕐᒥᒡᓗ ᐃᓕᓐᓂᐊᕈᓐᓇᕐᓂᕐᒥᓂᒃ ᐃᓕᖅᑯᓯᑐᖃᕆᔭᐅᔪᓂᒃ ᖃᓄᐃᓕᖓᖃᑦᑕᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐃᓅᓯᖏᓐᓂ

ᐊᑐᖅᓯᒪᔭᖏᓐᓂ (ᐅᑯᓇᖔᖅᑐᖅ BCCNM, 2022).

4.2 ᐱᓕᕆᖃᑎᒋᕙᒡᓗᒋᑦ ᖃᐃᓯᒪᔪᑦ ᐋᓐᓂᐊᕕᖕᒧᑦ ᑕᑯᔭᐅᓂᐊᖅᑐᑦ ᐊᒻᒪᓗ ᐃᓕᑕᕆᔭᐅᖃᑕᕐᓗᑎᒃ ᓂᕈᐊᖅᓯᒪᔭᖏᓐᓂᒃ ᐃᑲᔪᖅᑎᒃᓴᕆᔪᒪᔭᖏᓐᓂᒃ ᑐᑭᓯᐅᒪᑦᓯᐊᕋᓱᓪᓗᑎᒃ ᐊᒻᒪᓗ ᑐᒑᕋᕆᔭᐅᕙᖕᓂᐊᖅᑐᓂᒃ ᐱᐅᓂᖅᐹᓂᒃ ᐊᑐᖅᑕᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ ᓇᓗᓇᐃᔭᐃᕕᐅᖃᑕᕐᓗᑎᒃ ᐋᓂᐊᕐᕕᓕᐊᖅᓯᒪᔫᑉ ᖃᓄᐃᑦᑐᓃᖅᐹᓪᓕᕈᑎᒋᔪᓐᓇᖅᑕᖏᓐᓂᒃ ᐊᒻᒪᓗ ᖃᓄᐃᑦᑐᓃᕈᓐᓇᕐᓂᖓᓄᑦ ᑐᕌᒐᕆᔭᐅᔪᓐᓇᖅᑐᓂᒃ (ᐅᑯᓇᖔᖅᑐᖅ BCCNM, 2022).

4.3 ᐃᓂᓪᓚᖓᐃᕙᓐᓂᖅ ᐃᓚᐅᑎᑕᐅᖃᑕᕐᓂᖏᓐᓂ ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔫᑉ ᐱᖃᑎᐊᓗᒋᕙᒃᑕᖏᑦ, ᐃᓚᒻᒪᕆᖏᑦ, ᐊᓯᖏᓪᓗᓐᓃᑦ ᐃᑲᔪᖅᑎᒋᕙᒃᑕᖏᑦ ᓲᕐᓗ ᓄᓇᓕᖕᒥᐅᑕᐅᖃᑎᖏᑦ, ᐃᓐᓇᑐᖃᐃᓪᓗᓐᓃᑦ ᓄᓇᓕᑐᖃᐃᓪᓗᓐᓂᑦ ᖃᐅᔨᒪᔨᑕᕆᔭᐅᔪᑦ ᐊᒻᒪᓗ ᑐᓵᔩᑦ ᐱᔭᕆᐊᖃᕈᑎᒃ, ᑐᒃᓯᕋᑕᐅᓯᒪᕙᒡᓗᑎᒃ ᑐᓴᔨᖃᕈᒪᔪᓂ (ᐅᑯᓇᖔᖅᑐᖅ BCCNM, 2022).

4.4 ᐃᒃᐱᒋᔭᐅᑦᓯᓯᐊᖃᑕᕐᓗᑎᒃ ᐃᓱᐊᖅᓴᐃᔨᓄᑦ ᐱᑦᓯᐊᖅᑕᐅᖃᑕᕐᓗᑎᒃ ᑐᑭᓯᓂᐊᕐᕕᐅᑦᓯᐊᕆᐊᖃᑕᕐᓂᖏᑦ, ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᑦ ᐱᔾᔪᑎᒋᔭᖏᓐᓂ ᐋᓐᓂᐊᕐᕕᓕᐊᕈᑎᒋᔭᖏᑦ (ᐅᑯᓇᖔᖅᑐᖅ BCCNM, 2022).

4.5 ᐃᒃᐱᒋᔭᐅᑦᓯᐊᖃᑦᑕᕐᓗᑎᒃ ᓄᓇᓕᑐᖃᐃᑦ ᐃᓕᖅᑯᓯᑐᖃᕐᒥᒍᑦ ᐊᑐᕈᓐᓇᖅᑕᖏᑦ ᐱᔪᓐᓇᐅᑎᒋᔭᖏᓐᓂ ᒪᓕᒐᖅᑎᒍᑦ, ᐱᒻᒪᕆᐅᑎᑕᐅᕙᒡᓗᑎᒃ ᐊᒻᒪᓗ ᐱᐅᓯᕆᔭᐅᕙᓐᓂᖏᑦ ᐃᑲᔪᖅᑕᐅᕙᓪᓕᐊᔪᓐᓇᕐᓂᖏᑦ, ᒪᒥᓴᕈᓐᓇᕐᓂᕐᒧᑦ ᐸᕐᓇᐅᑎᓕᐊᕆᔭᐅᔪᓐᓇᖅᑐᑦ, ᐃᓚᖃᕈᓐᓇᕐᓗᑎᒃ ᖁᕕᐊᓲᑕᐅᔪᓐᓇᕐᓂᖏᑦ ᐊᒻᒪᓗ ᐊᑐᖁᔭᖏᓐᓂᒃ ᐋᓐᓂᐊᕈᑎᒋᔭᒥᓄᑦ ᑐᕌᖓᓂᖅᑐᑦ, ᐃᓅᓵᖅᑐᖃᖅᑎᓪᓗᒍᓗᓐᓃᑦ, ᐃᓅᔪᓐᓂᖅᑐᖃᖅᑎᓪᓗᒍᓗᓐᓃᑦ, ᖃᖓᑐᐃᓐᓇᖅ ᐊᔪᕐᓇᕐᓂᐊᖏᑦᑐᐊᖅᐸᑦ (ᐅᑯᓇᖔᖅᑐᖅ BCCNM, 2022).

ᓴᕿᑎᑕᐅᓯᒪᔪᑦ: ᑎᓯᐱᕆ, 2024
ᐊᖏᕈᑕᐅᔪᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ: ᕕᕗᐊᕆ 12, 2025
ᕿᒥᕐᕈᐊᖅᑕᐅᕕᒃᓴᖓᑦ: ᑎᓯᐱᕆ 2025 8

4.6 ᐃᒃᐱᒋᔭᐅᑦᓯᐊᖃᑕᕐᓗᑎᒃ ᐱᑦᓯᐊᖅᑕᐅᓗᑎᒃ ᐊᑐᕈᓐᓇᖅᑎᑕᐅᕙᒡᓗᑎᒃ ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᑦ ᐱᔪᓐᓇᐅᑎᖃᕐᓂᖏᑦ ᐃᓱᒪᓕᐅᕈᑎᖃᕈᓐᓇᕐᓂᕐᒥᓄᑦ ᐱᔾᔪᑎᖃᖅᑐᓂᒃ ᐸᕿᔭᐅᓂᕐᒥᓂᒃ/ᐃᑲᔪᖅᑕᐅᓂᕐᒥᓂᒃ ᐃᒃᐱᒋᔭᐅᕙᒡᓗᑎᒃ ᑕᒪᒃᑭᕆᐊᖅᓯᒪᔪᓂᒃ ᐃᑲᔫᑎᒃᓴᓂᒃᑕᐅᔪᓇᕐᓂᖏᑦ ᖃᓄᖅᑐᕈᑕᐅᓗᑎᒃ ᑎᒥᒃᑯᑦ, ᐃᓱᒪᒃᑯᑦ, ᐃᓗᒃᑯᑦ ᐃᒃᐱᓂᐊᕐᓂᖓᒍᑦ, ᐅᒃᐱᕐᓂᖓᒍᑦ ᐊᒻᒪᓗ ᐃᓕᖅᑯᓯᑐᖃᖅᑎᒍᑦ ᒪᓕᒡᓗᑎᒃ ᐃᑲᔪᖅᑕᐅᔪᓐᓇᕐᓂᖏᑦ BCCNM, 2022).

4.7. ᐊᑐᖃᑕᕐᓂᖅ ᐱᓕᕆᖃᑎᒌᑦᓯᐊᕈᓐᓇᕐᓂᕐᒥᒃ−ᑐᖓᕕᓕᖕᓂᒃ ᐸᕿᔨᐅᕙᓐᓂᖅ−ᐃᓱᐊᖅᓴᐃᔨᒋᔭᐅᕙᓐᓂᖅ, ᓯᕗᓪᓕᐅᔾᔨᕙᒃᑐᓂᒃ ᓇᖕᒥᓂᖅ ᐃᓚᒌᓕᖅᓯᒪᓂᖏᓐᓂ ᐱᓇᓱᖃᑎᒌᒃᑎᐅᓂᖏᓐᓄᑦ, ᐃᓕᖅᑯᓯᑐᖃᖏᓐᓄᓪᓗ ᐅᓗᕆᐊᓇᖅᑐᖃᖅᑕᐃᓕᒪᔪᓂᒃ ᐊᒻᒪᓗ ᐃᑕᒍᓱᖃᑕᕐᓂᕐᒥᒃ ᐃᒃᐱᒍᓱᑦᓯᐊᖅᑐᓂᒃ, ᒪᓕᒃᑐᓂᒃ ᓄᓇᓕᑐᖃᐃᑦ ᐸᕿᔨᐅᕙᓐᓂᖏᓐᓂᒃ ᐱᐅᓯᕆᔭᐅᕙᒃᑐᓂᒃ ᑐᑭᓯᐅᒪᔭᐅᓗᑎᒡᓗ ᖃᓄᑎᒋ ᐊᑑᑎᖃᖅᐸᖕᒪᖔᑕ ᑕᒪᒃᑯᐊ ᐊᒻᒪᓗ ᐱᒻᒪᕆᐅᓂᖃᕐᓂᖏᑦ ᓄᓇᓕᖃᐅᔪᓄᑦ ᐃᓄᖁᑎᖏᓐᓂ ᐃᓚᒌᖕᐸᖕᓂᖅ (ᐅᑯᓇᖔᖅᑐᖅ FNHA, 2022).

4.8 ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᓂᒃ ᓈᒪᔪᓂᒃ ᐱᕕᒃᓴᖃᖅᑎᒃᑕᐅᑦᓯᐊᖃᑕᕐᓗᑎᒃ ᐃᓂᒃᓴᖃᖅᑎᑕᐅᑦᓯᐊᖃᑕᕐᓗᑎᒡᓗ ᐅᓂᑳᕈᓐᓇᕐᓂᖏᓐᓄᑦ ᖃᓄᖅ ᐃᑲᔪᖅᑕᐅᔭᕆᐊᖃᕐᓂᖏᓐᓂᒃ ᐊᒻᒪᓗ (ᐅᑯᓇᖔᖅᑐᖅ BCCNM, 2022).

5. ᑐᖓᕕᒃᓴᖃᕐᓂᖅ ᓱᓕᔪᕆᔭᐅᔪᓐᓇᕐᓂᕐᒥᒃ ᖃᐅᔨᒪᔭᐅᓂᖅ ᐊᑐᖃᑕᕐᓗᑎᒃ ᖁᐊᖅᓵᕐᓇᖅᑐᒃᑰᕈᑕᐅᔪᓐᓇᖅᑐᓂᒃ−ᖃᐅᔨᒪᑎᑦᓯᕙᒌᖃᑕᕐᓂᖅ ᐃᑲᔪᖅᑕᐅᓂᖏᓐᓂ

ᐃᓱᐊᖅᓴᐃᔩᑦ ᑐᑭᓯᐅᒪᔭᕆᐊᓖᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᓐᓇᕐᓂᖏᓐᓂ ᓄᓇᓕᑐᖃᐃᑦ ᖁᐊᖅᓵᕐᓇᖅᑐᒃᑰᕈᑎᒋᓯᒪᔭᕕᓂᕐᒥᓂᒃ, ᑕᐃᒃᑯᓂᖓᓗ ᑕᐃᔅᓱᒪᓂᑐᖃᕐᒥᒃ ᖃᓄᐃᓕᐅᖅᑕᐅᖃᑦᑕᓚᐅᕐᓂᖏᓐᓂᒃ ᖁᐊᖅᓴᕐᓈᖅᑐᑰᕈᑎᒋᓚᐅᖅᑕᖏᓐᓂᒃ, ᐋᓐᓂᐊᕐᓂᖃᕈᑕᐅᓂᖏᓐᓄᑦ ᐊᒻᒪᓗ ᖃᓄᐃᓕᖓᓕᕈᓐᓇᕐᓂᖏᓐᓄᑦ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᓐᓇᕐᒪᑕ. ᐃᑕᒋᔭᐅᔭᕆᐊᓕᒻᒪᕆᐅᕗᑦ ᓇᒡᓕᖕᓂᒃᑯᑦ ᐊᒻᒪᓗ ᑐᑭᓯᐅᒪᔭᐅᓂᖏᓐᓄᑦ, ᐊᕙᑎᓕᖕᒦᓐᓂᐊᕐᒪᑕ ᐃᒃᐱᓐᓇᖅᑐᓂᒃ ᐃᑲᔪᖅᓱᖅᑕᐅᔪᒪᓂᖏᓐᓂᒃ ᖃᐅᔨᒪᓗᑎᒃ (ᐅᑯᓇᖔᖅᑐᖅ BCCNM, 2022).

ᐅᒃᐱᕆᔭᐅᓂᖏᑦ ᐱᒻᒪᕆᐅᔪᑦ:

5.1 ᐊᑐᐃᓐᓇᐅᑎᑦᓯᕙᓪᓗᑎᑦ ᖁᐊᖅᓵᕐᓇᖅᑐᒃᑰᕈᑎᒋᓯᒪᔭᖏᓐᓂᒃ−ᖃᐅᔨᒪᓂᖅ, ᐃᒃᐱᒍᑦᓯᐊᖃᑕᑦᑕᕐᓗᑎᒃ ᑲᒪᔨᐅᓂᖏᓐᓂᒃ ᐸᕿᔨᐅᓂᖏᓐᓂ ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᓂᒃ ᓱᖏᐅᑎᔭᐅᓯᒪᑦᓯᐊᕋᐊᓱᕐᓗᑎᒃ ᐃᑲᔫᑎᒃᓴᕆᔪᓐᓴᖅᑕᖏᑦ, ᐊᖏᕈᑕᐅᓯᒪᔭᕆᐊᖃᕈᑎᒃ ᑕᑯᔭᐅᔭᖅᑐᓯᒪᔪᑉ ᐊᑎᓕᐅᖅᑕᐅᓯᒪᓗᑎᒃ, ᐊᒻᒪᓗ ᓯᕗᓪᓕᐅᔾᔨᖃᑕᕐᓗᑎᒃ ᐃᓱᐊᖅᓴᐃᔩᑦ ᐋᓐᓂᐊᕐᕕᓕᐊᖅᑑᑦ ᑯᖓᖏᔭᖏᓐᓂᒃ ᐅᖃᐅᑎᔭᐅᔪᓐᓇᕐᓂᖏᓐᓂᒃ, ᐅᓗᕆᐊᓇᖅᑐᒦᖏᓂᖏᓐᓂᒃ ᓇᔪᖅᑕᖓᓂ ᒫᓐᓇᐅᔪᖅ ᐃᑲᔪᖅᑕᐅᓂᕐᒥᓂ ᐊᒻᒪᓗ ᐃᓗᒃᑯᑦ ᐃᒃᐱᖕᓂᐊᔭᒥᒍᑦ ᖃᓄᐃᑕᐃᓕᒪᑎᑕᐅᒋᐊᓗᓂ,

ᓴᕿᑎᑕᐅᓯᒪᔪᑦ: ᑎᓯᐱᕆ, 2024
ᐊᖏᕈᑕᐅᔪᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ: ᕕᕗᐊᕆ 12, 2025
ᕿᒥᕐᕈᐊᖅᑕᐅᕕᒃᓴᖓᑦ: ᑎᓯᐱᕆ 2025 9

ᐃᑲᔪᖅᑕᐅᕙᓪᓕᐊᓂᖏᓐᓂ ᐋᓐᓂᐊᕐᕕᖕᒦᔾᔪᑎᒋᔭᒥᓂᒃ ᖃᓄᐃᓕᐅᖅᑕᐅᓚᐅᕐᓂᖓᓄᓪᓗ ᐃᑲᔪᖅᑕᐅᓂᖓᓂ FHNA, 2022).

5.2 ᐱᓂᐊᕐᓂᖃᕐᓗᑎᒃ ᐃᓱᐊᖅᓴᐃᔩᑦ ᐱᒻᒪᕆᐅᑎᑦᓯᕙᓐᓂᖏᑦ ᖃᖑᒋᔭᖏᓐᓂᒃ ᐊᒻᒪᓗ ᐸᒡᕕᓴᑦᑕᐅᔭᕆᐊᖃᖏᓂᖓᓂᒃ ᑕᒪᐃᓐᓂᑦᓯᐊᖅ ᐋᓐᓂᐊᓯᐅᖅᑎᒃᑯᓐᓄᑦ ᐃᑲᔪᖅᑕᐅᕙᓕᐊᓂᖓᓂ, ᓴᕿᐅᒪᑎᑦᓯᓗᑎᒃ ᐅᓗᕆᐊᓇᑐᖃᖏᑦᓂᕐᒥᓐᓂᖓᓂᒃ ᐊᒻᒪᓗ ᐃᑲᔪᖅᓱᖅᑕᐅᑦᓯᐊᕐᓂᐊᕐᓂᕐᒥᓂᒃ ᖃᐅᔨᒪᑎᑕᐅᑦᓯᐊᕐᓗᑎᒃ

ᑲᒪᒋᔭᐅᕙᓪᓕᐊᓂᖏᓐᓂ (ᐅᑯᓇᖔᖅᑐᖅ FHNA, 2022 & BCCNM, 2022).

5.3 ᐊᑐᓕᖅᑎᑦᓯᕙᓪᓗᑎᒃ ᐱᓪᓚᕆᐅᔪᓂᒃ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᐅᓂᐊᓕᖅᑐᓂ ᐊᓯᔾᔩᓗᑕᐅᓂᐊᖅᑐᓂᒃ ᑲᒪᒋᔭᐅᓕᕈᓂ ᖁᐊᖅᓵᕐᓇᖅᑐᒃᑰᕈᑎᒋᓚᐅᖅᑕᖏᓐᓂᒃ−ᖃᐅᔨᒪᔭᐅᖏᓂᖅ ᐃᓱᒪᒋᔭᐅᓗᓂ. ᐃᓕᓐᓂᐊᖅᑎᑦᕙᒡᓗᑎᒃ ᐃᖃᓇᐃᔭᖅᑎᐅᖃᑎᒥᓂᒃ ᐃᓱᐊᖅᓴᐃᔨᓂᒃ ᐊᒻᒪᓗ ᑕᐱᕇᒡᕕᐅᔪᓐᓇᕐᓂᖏᓐᓂ ᐱᐅᓂᖅᐹᓂᒃ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᓂᒐᓱᐊᕈᓐᓇᕐᓂᖏᓐᓂᒃ ᓯᕗᓪᓕᐅᔾᔨᓯᒪᓗᑎᒃ ᖁᐊᖅᓵᕐᓇᖅᑐᒃᑰᕈᑎᒋᓯᒪᔭᖓᓂᒃ ᐃᖃᖅᓱᖕᓂᕐᒥᒃ. (ᐅᑯᓇᖔᖅᑐᖅ FHNA, 2022).

5.4 ᑲᑐᔾᔨᖃᑎᒌᒃᐸᒡᓗᑎᒃ ᐋᓐᓂᐊᕐᕕᓕᐊᖅᓯᒪᔪᓂᒃ ᓇᓗᓇᐃᖅᑕᐅᔪᓐᓇᕐᓂᐊᕐᒪᑕ ᐃᓱᒪᒋᔭᐅᓗᑎᒡᓗ ᓯᕗᓪᓕᒥ ᓴᖏᓂᕆᔭᖏᑦ ᑎᑭᐅᑎᔪᓐᓇᕐᓂᐊᖅᑕᖏᓐᓂ ᐋᓐᓂᐊᕈᓃᕈᓐᓇᕐᓂᕐᒧᑦ ᐊᒻᒪᓗ ᖃᓄᐃᑦᑐᓐᓃᕈᓐᓇᕐᓂᕐᒧᑦ ᑐᕌᒐᕆᔭᐅᔪᓄᑦ (ᐅᑯᓇᖔᖅᑐᖅ BCCNM, 2022).

5.5 ᐱᓂᐊᕐᓂᖃᕐᓗᑎᒃ ᑐᑭᓯᐅᒪᑦᓯᐊᕈᓐᓇᕐᓂᖅ ᐊᖑᑎᓄᑦ ᖁᐊᖅᓵᕐᓇᖅᑐᒃᑰᕈᑎᒋᓯᒪᔭᖏᓐᓂᒃ ᐊᕐᓇᐅᓂᖓᓄᑦ ᐱᔾᔪᑎᖃᖅᑐᓂᒃ, ᐅᔾᔨᕆᑲᐅᑎᒋᕙᒡᓗᒍ ᓇᕐᕈᓇᖅᑑᑎᑕᐅᖃᑕᕐᓯᒪᓂᖏᑦ ᐱᐅᖏᓂᖅᓴᐅᑎᑕᐅᕙᓐᓂᖏᑦ ᓄᓇᓕᑐᖃᐃᑦ ᐊᕐᓇᐃᑦ, ᓂᕕᐊᖅᓯᐊᓪᓗ ᑕᐃᒃᑯᐊᓗ ᐊᕐᓇᐃᑦ ᐊᕐᓇᓂᒃ ᐊᐃᑉᐸᖃᓲᑦ ᐃᓚᒋᔭᐅᕙᒃᑐᑦ 2SLGBTQIA+ ᑯᓐᓄᑦ ᐋᓐᓂᐊᕐᕕᖕᓄᑦ ᑲᒪᒋᔭᐅᓂᖏᓐᓂ ᐊᒻᒪᓗ ᐋᕿᒋᐊᖅᑕᐅᓯᒪᑦᓯᐊᖃᑕᕐᓗᑎᒃ ᖃᓄᐃᓕᐅᕈᑎᒃᓴᐅᓂᐊᖅᑐᑦ ᑐᕌᖓᓂᐊᕐᒪᑕ ᖃᓄᖅ ᐃᑲᔪᖅᑕᐅᔭᕆᐊᖃᓂᖓᓄᑦ ᓱᖏᐅᑎᓯᒪᓗᑎᒃ ᐊᒻᒪᓗ ᐊᑐᖅᓯᒪᔭᖏᓐᓂᒃ ᐃᓅᓯᕐᒥᓂ ᓇᖕᒥᓂᖅ ᐃᓱᒪᒋᔭᐅᓗᑎᒃ (ᐅᑯᓇᖔᖅᑐᖅ BCCNM, 2022).

ᓴᕿᑎᑕᐅᓯᒪᔪᑦ: ᑎᓯᐱᕆ, 2024
ᐊᖏᕈᑕᐅᔪᑦ ᑲᑎᒪᔨᖏᓐᓄᑦ: ᕕᕗᐊᕆ 12, 2025
ᕿᒥᕐᕈᐊᖅᑕᐅᕕᒃᓴᖓᑦ: ᑎᓯᐱᕆ 2025 10

ᐅᖃᓕᒫᒐᐃᑦ ᑎᑎᕋᖅᓯᒪᔪᓗᓐᓃᑦ ᑐᑭᓯᓂᐊᕐᕕᐅᓯᒪᓂᖏᑦ

ᐳᕆᑎᔅ ᑲᓚᒻᐱᔭᒥ ᐃᓱᐊᖅᓴᐃᔩᑦ ᐊᒻᒪᓗ ᐃᕐᓂᓱᒃᓰᔨᑦ (ᐅᑯᓇᖔᖅᑐᖅ BCCNM). (2022). ᐃᖃᓇᐃᔮᕆᔭᐅᔪᓂ ᒪᓕᒐᕆᔭᐅᔪᑦ: ᓄᓇᓕᑐᖃᐃᑦ ᐃᓕᖅᑯᓯᑐᖃᖏᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓯᒪᓂᖏᑦ, ᐃᓕᖁᓯᑐᖃᕐᓂᒃ ᐃᑕᒎᓲᑎᖃᕐᓂᖅ ᐊᒻᒪᓗ ᓇᕐᕈᓇᖅᑑᑎᑦᓯᑕᐃᓕᕙᖕᓂᖅ ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᕙᓐᓂᖅ ᓄᓇᓕᑐᖃᐅᔪᓂᒃ. ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᒪᓕᒃᑐᑦ ᑕᐃᔭᐅᔪᓂᒃ ᓄᓇᓕᑐᖃᐃᑦ ᐃᓕᖅᑯᓯᑐᖃᖏᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓯᒪᓂᖏᑦ, ᐃᓕᖁᓯᑐᖃᕐᓂᒃ ᐃᑕᒎᓲᑎᖃᕐᓂᖅ ᐊᒻᒪᓗ ᓇᕐᕈᓇᖅᑑᑎᑦᓯᑕᐃᓕᕙᖕᓂᖅ ᐱᐅᖏᓂᖅᓴᐅᑎᑦᓯᕙᓐᓂᖅ ᓄᓇᓕᑐᖃᐅᔪᓂᒃ

ᑲᓇᑕᒥ ᐃᖃᓇᐃᔭᕐᕖᑦ ᐋᓐᓂᐊᖅᑐᓕᕆᓂᕐᒧᑦ ᑐᑭᓯᓂᐊᕐᕕᐅᕙᑦᑐᓂᒃ (CIHI). (2021). ᐆᒃᑐᕋᖅᑕᐅᓯᒪᓂᖏᑦ ᐃᓕᖅᑯᓯᑐᖃᕆᔭᐅᔪᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᖃᑕᕈᓐᓇᕐᓂᖏᑦ ᐋᓐᓂᐊᕐᕕᖕᓂ ᑲᓇᑕᒥ. ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᒪᓕᒃᑐᑦ ᑕᐃᔭᐅᔪᓂᒃ: ᐆᒃᑐᕋᖅᑕᐅᓯᒪᓂᖏᑦ ᐃᓕᖅᑯᓯᑐᖃᕆᔭᐅᔪᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᖃᑕᕈᓐᓇᕐᓂᖏᑦ ᐋᓐᓂᐊᕐᕕᖕᓂ ᑲᓇᑕᒥ

ᓄᓇᓕᑐᖃᐃᑦ ᐊᓪᓚᓂ ᐋᓐᓂᐊᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᐅᓚᑦᓯᔨᖏᑦ (FNHA). (2021). ᓄᓇᓕᑐᖃᐃᑦ ᓇᕐᕈᓇᖅᑑᑎᑕᐅᕙᓐᓂᖏᑦ ᐱᐅᖏᓂᖅᓴᐅᑎᑕᐅᓗᑎᒃ, ᐃᓕᖅᑯᓯᑐᖃᖏᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓂᖏᑦ ᐊᒻᒪᓗ ᐃᑕᒋᔭᐅᕙᓂᖏᓐᓂᒃ ᑐᖓᕕᓕᑦ. ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᒪᓕᒃᑐᑦ ᑕᐃᔭᐅᔪᓂᒃ ᖃᕆᑕᐅᔭᒃᑯᑦ

ᑕᑯᔭᒃᓴᓂᒃ https://Https://www.fnha.ca/Documents/FNHA-FNHC-FNHDA-Anti-Racism-Cultural-Safety-and-Humility-Framework.pdf

ᓄᓇᓕᑐᖃᐃᑦ ᐊᓪᓚᓂ ᐋᓐᓂᐊᖅᑐᓕᕆᓂᕐᒧᑦ ᐊᐅᓚᑦᓯᔨᖏᑦ (FNHA). (2022). ᐃᓕᖅᑯᓯᑐᖃᖏᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓂᖏᑦ ᐊᒻᒪᓗ ᐃᑕᒋᔭᐅᕙᓂᖏᓐᓂᒃ ᑐᖓᕕᓕᖕᓂᒃ ᒪᓕᒃᑕᐅᔭᕆᐊᓖᑦ ᐃᖃᓇᐃᔭᕐᕕᖏᓐᓂ. ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᒪᓕᒃᑐᑦ ᑕᐃᔭᐅᔪᓂᒃ ᐃᓕᖅᑯᓯᑐᖃᖏᑦ ᓴᐳᓐᓂᐊᖅᑕᐅᓂᖏᑦ ᐊᒻᒪᓗ ᐃᑕᒋᔭᐅᕙᓂᖏᑦ.

ᐃᓱᐊᖅᓴᐃᔩᑦ ᑲᑎᒪᔨᖏᑦ ᓄᓇᖓᓂ ᓂᐅ ᓯᓚᓐᑦ (NCNZ). (2011). ᒪᓕᒐᒃᓴᐃᑦ ᐃᓕᖅᑯᓯᑐᖃᕆᔭᐅᔪᑦ ᓴᐳᓐᓂᐊᑕᐅᔾᔪᑎᒃᓴᖏᓐᓄᑦ ᓄᓇᑖᕈᑎᕕᓂᕐᒥᒍᑦ ᐅᐊᑖᖏᒃᑯᑦ ᐊᒻᒪᓗ ᒪᐅᕆᒃᑯᑦ ᒪᓕᒐᓕᐊᖏᑦ ᐋᓐᓂᐊᖅᑐᓕᕆᓂᕐᒧᑦ. ᑎᑎᕋᖅᑕᐅᓯᒪᔪᓂᒃ ᒪᓕᒃᑐᑦ ᑕᐃᔭᐅᔪᓂᒃ ᒪᓕᒐᒃᓴᐃᑦ ᐃᓕᖅᑯᓯᑐᖃᕆᔭᐅᔪᑦ ᓴᐳᓐᓂᐊᑕᐅᔾᔪᑎᒃᓴᖏᓐᓄᑦ

ᐅᒧᒃᑯᕈ, ᐱ. ᐊᒻᒪᓗ ᐃᓱᓄᐊᓐᓂ, ᑏ. (2024) [ᐅᖃᓕᒫᒐᓕᐊᕆᔭᐅᓯᒪᖏᑦᑐᖅ ᓱᓕ]. ᐃᓕᓴᕐᕕᖓᑦ ᐃᓱᐊᖅᓴᐃᔨᐅᓂᕐᒧᑦ, ᐊᖅᓴᕐᓃᑦ ᐊᕈᐊᕋᑉ ᓯᓚᑦᑐᖅᓴᕐᕕᖓᓂ, ᔭᓗᓇᐃᒥ