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Human Resources Toolkit: Approaches for Skills Inclusion in Inuit Nunangat

Key terms

aajiiqatigiinniq: “Decision making through discussion and consensus.”¹

aangajugasuarniq: Problematic substance use.

aftercare: Ongoing care plans that assist individuals transition out of treatment with the intent to prevent relapse.

avatittinnik kamatsiarniq: “Respect and care for the land, animals, and the environment.”²

country meats: Traditional Inuit food sourced from game, such as caribou, polar bear, seal, and beluga, among others.

critical pedagogy: A learning approach that empowers learners through reflection and encourages criticism and critique.

Elders: Important Knowledge Keepers who play essential roles in ensuring cultural continuity. They are respected as leaders, teachers, role models, mentors, and healers.

employee and family assistance program (EFAP): A robust set of resources, generally including counselling and other well-being supports, that organizations provide for employees and their dependants.

food insecurity: A public health problem caused by access to food that is inadequate (not enough in volume or nutrition) or insecure (too difficult to source) for financial reasons.

Guardians: Experts whose role is to support Nations to care for lands and waters and manage environmental protection and restoration.

intergenerational trauma: The transmission of historical oppression and its negative consequences across generations.

interview rubric: A standard framework of interview questions with a rating system, used with all interviewees to reduce bias.

inuglugijaittuq: “A collaborative and collective process that emphasizes the interdependence, growth, success, and importance of the group.”³

Inuit land claim beneficiary: An Inuk who is a part of a community that has negotiated a comprehensive land claim with the federal government.

Inuit Nunangat: The homeland of Inuit in Canada, encompassing Inuvialuit, Nunavut, Nunavik, and Nunatsiavut across Yukon, the Northwest Territories, Nunavut, Quebec, and Newfoundland and Labrador.

1 Government of Nunavut, *Public Service Annual Report 2020-21*, 4.

2 Ibid.

3 Nunavut Department of Education, *Inuglugijaittuq: Foundation for Inclusive Education in Nunavut Schools*, 29.

Inuit Societal Values: A set of Inuit beliefs, values, and communal rules centred on living a good life and the ways one is expected to behave.

Inuit Tapiriit Kanatami: The national representative organization for Inuit in Canada.

Inuk: The singular form of Inuit.

Inuktitut: The primary language spoken by Inuit in Canada.

inuqatigiitsiarniq: “Respecting others, relationships and caring for people.”⁴

isumansungittuq: A temporary mental health issue.

Knowledge Keepers: Recognized community members with cultural knowledge.

legal duty: An obligation, created by law or contract.

Nunavut Tunngavik Inc. (NTI): The legal representative of Inuit in Nunavut that oversees whether conditions negotiated under the Nunavut Land Claims Agreement are being fulfilled.

pijitsirniq: “Serving and providing for family and/or community.”⁵

pilimmaksarniq/pijariuqsarniq: “Development of skills through observation, mentoring, practice and effort.”⁶

piliriqatigiinni/ikajuqtigiinni: “Working together for a common cause.”⁷

piusirsungittuq: A person who is not acting like themselves.

problematic substance use: Substance use that has mild to severe negative impacts on a person. This type of use involves craving (a “strong need to use the substance”), difficulty controlling use, compulsion (an urge), and consequences (“continuing to use the substance despite negative outcomes”).⁸

provisional appointment: A temporary hiring of a person into a vacant permanent position, often under provision due to candidates lacking some of the required qualifications.

psychological safety: A shared perception among individuals of the consequences of taking interpersonal risks in a particular context such as a workplace.

qanuqtuurniq: “Being innovative and resourceful.”⁹

self-actualization: A state of being in which a person can take full advantage of their strengths and creativity to be the best version of themselves.

self-referral: Referring oneself to, or connecting directly with, a healthcare provider.

tunnganarniq: “Fostering good spirits by being open, welcoming and inclusive.”¹⁰

Two-Eyed Seeing: A Mi’kmaq principle about learning to see the world from multiple perspectives.

4 Government of Nunavut, *Public Service Annual Report 2020–21*, 4.

5 Ibid.

6 Ibid.

7 Ibid.

8 Centre for Innovation in Campus Mental Health, “4. Understanding Substance Use Disorders and Problematic Substance Use.”

9 Government of Nunavut, *Public Service Annual Report 2020–21*, 4.

10 Ibid.

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