Book Review / Compte rendu

Mathers, S., & St-Cyr, G. (2016). Pinasuutitsaq Aain St. Reference Guide for Career Development Counsellors Working With Inuit Clients (N. A. Locke & E. Mullally, Trans.). Regroupement québécois des organismes pour le développement de l'employabilité. ISBN: 978-2-9807438-7-0 (PDF), 978-2-9807438-8-7 (print), vii + 83 pp. https://axtra.ca/wp-content/uploads/2016/06/Pinasuutitsaq-Reference-Guide-June-2016.pdf

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ABSTRACT

Combining the voices of practitioners within the field and information from the literature, *Pinasuutitsaq Na.inchs*: Reference Guide for Career Development Counsellors Working With Inuit Clients is a concise, reader-friendly resource that will assist career development counsellors in their work with Inuit clients. Given the complex employability challenges experienced by many Inuit communities, culturally appropriate interventions and approaches are essential, as highlighted by the Truth and Reconciliation Commission of Canada. Funded by the Regroupement québécois des organismes pour le développement de l'employabilité, this reference guide focuses on the approaches and interventions utilized at the Ivirtivik Centre, which offers services to Inuit clients in Montreal and in Nunavik, Quebec. The guide is divided into four chapters, each offering topic-specific information, important highlights, external resources, Nunavik-specific resources, and sample interventions and activities to assist career development counsellors in working with Inuit clients effectively from a social justice framework.

RÉSUMÉ

Combinant des voix de praticiens dans le domaine et des informations provenant de la littérature, *Pinasuutitsaq ^a-inchs* : Reference Guide for Career Development Counsellors Working With Inuit Clients est une ressource concise et conviviale qui sert à aider les conseillers et conseillères d'orientation dans leur travail avec la clientèle inuit.

Compte tenu des défis complexes en matière d'employabilité vécus par de nombreuses communautés inuit, des interventions et des approches adaptées à la culture sont essentielles, comme le souligne la Commission de vérité et réconciliation du Canada. Financé par le Regroupement québécois des organismes pour le développement de l'employabilité, ce guide de référence porte sur les approches et les interventions utilisées au Centre Ivirtivik, offrant des services à la clientèle inuit à Montréal et au Nunavik, au nord du Québec. Le guide est divisé en quatre chapitres, chacun offrant des informations spécifiques à un sujet, des faits saillants importants, des ressources externes, des ressources spécifiques au Nunavik, et des exemples d'interventions et d'activités pour aider les conseillers et conseillères d'orientation à travailler efficacement avec les clients inuit dans un cadre de justice sociale.

Kwe', teluisi Stephanie Tipple. I am an Indigenous doctoral student of Mi'kmaw, Irish, French, and English descent. I was born and raised in Western Newfoundland and am currently a grateful visitor to the traditional territories of the Blackfoot, the Peoples of the Treaty 7 region, and the Métis Nation of Alberta, Region III. Despite my Indigenous ancestry and my journey toward reclamation, I was raised primarily among Western influences. Thus, I acknowledge colonial influences in my interpretation of this resource guide.

Funded by the Regroupement québécois des organismes pour le développement de l'employabilité, *Pinasuutitsaq Na. inches: Reference Guide for Career Development Counsellors Working With Inuit Clients* is an informative open resource for Indigenous and non-Indigenous counsellors working with Inuit clients on their career endeavours. The purpose of this resource is to offer relevant strategies and interventions to assist counsellors in working with urban and rural Inuit communities. Although this guide was developed specifically for career development counsellors, the authors highlight its benefit to other professionals, such as teachers and social workers working with Inuit clients. The framework of this guide is derived primarily from two branches of the Ivirtivik Centre—one in Montreal (Southern Québec) and one in Nunavik (Northern Québec)—which offers employment services to Inuit clients.

This guide has a creative legend that allows for easy identification of intervention guidelines, recommendations, Nunavik-specific resources, and relevant external resources. It is organized in a reader-friendly format that allows ease of use and identification of information without requiring that the entire document be read. This guide is written and researched by Sophie Mathers (a consultant in career development who has been working with Indigenous organizations since 2009) and coordinated by Gabrielle St-Cyr (a researcher in the labour market and public employment services with a passion for social justice). The resource includes four guiding chapters: "Contextualization," "Issues," "Strategies," and "Resources."

Chapter 1, "Contextualization," highlights demographic information and statistics regarding the Inuit of Canada, primarily in the Nunavik region. By including information on the political context, demography, education, and labour market in the northern and southern regions of Quebec, the text invites readers to understand the vast employment challenges experienced by Inuit Peoples of these regions. Furthermore, this chapter highlights 10 characteristics of Inuit culture: cultural authenticity, survival, oral tradition, family, community, closeness to land, relationship to time, work and career, observation, and experimentation. This section lays the foundation for the information shared in subsequent chapters, helping readers learn the important values of Inuit culture and barriers to finding and maintaining long-term employment.

Chapter 2, "Challenges Encountered by Clients," describes the employment challenges for many Inuit clients. This chapter provides a brief overview of 12 major challenges such as poverty, addiction, lack of motivation, violence and abuse, and disabilities. Accompanying each challenge is a description, suggested strategies, and sample interventions, such as the Igloo of Life to Foster Personal Development. While the format of the chapter is straightforward, the inclusion of Figure 3, Maslow's Hierarchy of Needs from Western and Aboriginal Perspectives, may cause confusion since the text does not discuss its relevance. Nonetheless, the inclusion of specific external resources allows readers to expand their knowledge base if they deem this guide relevant to their practice.

Chapter 3, "Strategies for Working With Inuit Clients," outlines 50 practical strategies separated by category. Examples include information for non-Inuit counsellors, utilizing a community-based approach, learning opportunities for counsellors, and finding and keeping employment. By highlighting essential concepts such as self-reflexivity, cultural bias, flexibility, the development of community relationships, and Elder participation, these strategies encourage a social justice lens for people who work with this population. This well-formatted chapter includes sample activities, external resources, and Nunavik-specific resources throughout. However, Strategy 23 (aim for client autonomy) may be irrelevant for some clients due to collectivist values. Thus, counsellors should use caution when engaging in these conversations by allowing clients to highlight their own values before encouraging autonomy or discussing autonomy in relation to familial and community values.

Chapter 4, "Resources," concludes the guide with a list of French- and English-language resources such as videos, films, books, articles, reports, and websites. It is not an exhaustive list, but this section provides relevant resources separated into categories, from Inuit culture to employability intervention tools, making it easy for readers to identify relevant sources quickly. Overall, each chapter's informal and creative organization promotes ease of use while allowing for a general understanding of important factors for career development counsellors working with the Inuit Peoples of Montreal and Nunavik.

This guide is a respectful, informative, and thought-provoking resource for career counsellors working with Inuit populations, but because this guide is specific to Inuit Peoples of Quebec, professionals must take appropriate measures to ensure relevance when adapting this resource to other communities. Specifically, collaboration with Elders or Indigenous healers is important when adapting this information. The Truth and Reconciliation Commission of Canada (TRC) specifically highlighted the importance of implementing culturally relevant approaches to treatment with Indigenous Peoples in collaboration with Elders and community healers. Thus, I appreciate the prioritization of social justice considerations within this document, such as advocacy, community relations, and self-reflexivity on behalf of counsellors. Career is also an integral aspect of individuals' lives that promotes self-efficacy, belonging, and meaning. Therefore, engaging in career counselling with Indigenous populations could be considered a form of mental health promotion and suicide prevention.

Despite the slight repetitiveness of information, I would personally utilize this resource in my work with Inuit clients. It is a compelling, concise, and impactful read that promotes cultural sensitivity and advocacy for career development counsellors. This resource is valuable for professionals to enhance career development practice and cultural awareness in Inuit communities. Notably, the guide highlights that the working alliance is the most critical component; therefore, counsellors should prioritize the working alliance and client goals to distinguish effectively between relevant and irrelevant strategies for each client. In response to the TRC, I would recommend this guide for practitioners and scholars working within these communities or simply seeking to enhance their knowledge, understanding, and awareness of Inuit culture.

About the Author

Stephanie D. Tipple is a Mi'kmaw doctoral student at the University of Calgary. Her main research interests are in Indigenous approaches to psychotherapy and intergenerational trauma utilizing relational Indigenous research approaches.

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